

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**AGENDA
OF
BOARD OF GOVERNORS MEETING**



**14TH MEETING
TO BE HELD ON 20.01.2009**

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Agenda : For the 14th meeting of Board of Governors.

Place : Board Room,
National Institute of Technology Kurukshetra.

Day, date and time : Tuesday, the 20th January, 2009
11.00 A.M.

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**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Tabled Agenda : For the 14th meeting of
Board of Governors.

Place : Board Room,
National Institute of Technology
Kurukshetra.

Day, date and time : Tuesday, the 20th January, 2009
11.00 A.M.

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Item 14.1 To consider electing acting Chairman of the Board for this meeting of the Board.

The Institute could not hold the BOG meeting since January, 2008 for some unavoidable circumstances and due to the non-availability of Chairman of its Board. Due to this various matters like holding of Convocation of the Institute, approving of Panel of External Experts for holding of CAS meetings etc. are pending which are to be decided by the Board. The above matters are of very urgent nature and could not be avoided further. The staff members are also facing lot of problems and they are pressing hard for deciding their matters.

Keeping in view the above facts the Institute has convened this meeting of the Board.

As per clause 3(6) of the existing Memorandum of Association and Rules, in absence of the Chairman the members present shall elect one from amongst themselves to preside at the meeting.

The Board may consider electing the acting Chairman, BOG from amongst themselves for this BOG meeting.

Item 14.2

To pay homage to Sh. C.B.Mathur, the Ex-Chairman, Board of Governors, NIT, Kurukshetra.

The 15th meeting of the Finance Committee of the Institute was scheduled to be held on 29.09.2008 at NIT, Kurukshetra. Sh. C.B. Mathur, the Ex-Chairman, BOG/FC, NIT, Kurukshetra was invited to the said meeting of Finance Committee.

Unfortunately before the start of the FC meeting, the Hon'ble Chairman fell ill and suffered an heart attack in the Institute Guest House. The Medical Officer of the Institute was called immediately but the attack was so severe that the Chairman could not be saved.

The Board may pay homage to its Ex-Chairman Sh. C.B.Mathur.

Item 14.3

To confirm the minutes of the 13th meeting of the Board of Governors held on 24.1.2008.

The minutes of the 13th meeting of the Board of Governors held on 24.1.2008 were circulated to all the members of the Board vide letter No. NITK/BOG 13th/1460-66 dated 4.2.2008 and Endst. No. NITK/ BOG 13th/1467-73 dated 4.2.2008. A copy of the minutes is enclosed as Appendix-I from page 6 to 25.

Dr. Diwan Singh, the then Member of the Board offered comments on BOG agenda item 13.7 and 13.34 and Dr. V.K. Arora, Member, Board of Governors had also offered comments on agenda item 13.34 as under:-

Comments sent by Dr. Diwan Singh	Comments sent by Dr. V.K. Arora	Decision taken by the Board.
<p>BOG Agenda Item 13.7</p> <p><u>FC Item 12.7</u></p> <p>Decision taken in the 12th meeting of the FC, 'Pending the disposal of the case by the Supreme Court, the status-quo may be maintained and the decision of the FC may be kept on hold till that time and may be reviewed in the light of the decision of the Hon'ble Court' was mentioned by MHRD vide letter No. 5988/2007-IFD dated 13.11.2007, should have been recorded. This decision is not being clearly reflected in the Minutes of BOG meeting circulated.</p>		<p>The Board ratified the minutes of the 12th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 15.10.2007 as enclosed at Appendix-V to the Agenda Item 13.7. The Board, however, ratified decision taken by the FC in respect of the FC Agenda Item 12.7 subject to decision of the Hon'ble Supreme Court in terms of the MHRD letter No. 5988/2007-IFD dated 13.11.2007.</p>

<p>FC Item 12.8</p> <p>Considering the recommendation of FC, the existing post of Junior Engineer(Elect.) may be upgraded to the post of Assistant Engineer(Elect.) temporarily for the existing incumbent on contract. As soon as approval of MHRD for the post of Assistant Engineer(Elect.) is received, fresh interviews may be conducted for regular appointment as per recruitment rules approved by MHRD.</p>		
<p>BOG Agenda item 13.34</p> <p>'It was decided that this case after clubbing the cases of Director of Physical Education, Workshop Superintendent, Registrar and Librarian may be referred to MHRD and matter may be pursued.'</p>	<p>BOG Agenda item 13.34</p> <p>It was decided that this case may be referred to MHRD and the matter may be pursued. All other related cases may also be referred to MHRD.</p>	<p>The Board recommended to the MHRD that Sh. Zile Singh, Lecturer, Physical Education may be included in teaching faculty. Accordingly his case may be referred to the MHRD and the matter may be pursued for their early approval.</p> <p>Further the Board was of the view that all other cases like, Registrar, Librarian, Workshop Supdt , Director of Sports may also be referred to the MHRD for deciding their age of superannuation.</p>

Further Dr. R.P.Singh another member of Board of Governors has sent comments in connection with the decision taken by the Board on the deputation matter of Dr. Surjit Angra (BOG Agenda Item 13.18). The comments are re-produced as under:-

Comments of Dr. R.P.Singh sent vide letter dated 15.2.2008.	Decision taken by the Board
<p>BOG Agenda Item 13.18</p> <p>Ref: Letter dated 14.2.2008 from Member Secretary, AICTE</p> <p>Kindly refer the letter of Member Secretary of AICTE wherein he has requested to Chairman, BOG, NIT, Kurukshetra to allow Dr. Surjit Angra to complete his term as granted by the Hon'ble Chairman, because of acute shortage of Director level person in AICTE. Dr. Angra had committed a serious mistake by not joining back to NITK after he was relieved from AICTE. He may be asked for an explanation for not joining to NITK and if found satisfactory, then safeguarding the interest of NITK in AICTE we may agree to the request of MS, AICTE and allow Dr. Angra to complete his term in AICTE that is upto Sept. 2008 after obtaining the concurrence of the Hon'ble Chairman of BOG.</p>	<p>The Board noted its earlier decision taken in its 12th meeting held on 25.4.2007 and showed displeasure that Dr. Surjit Angra did not join the Institution even after the summer vacation of the year 2007. Rather he again joined the AICTE on his own.</p> <p>The Board allowed Dr. Surjit Angra's deputation with the AICTE upto 25.3.2008 only and desired that he be directed to join back his duties in the Institute by 26.3.2008 failing which disciplinary action may be taken against him.</p>

Comments sent by Dr. Diwan Singh, Dr. V.K.Arora as well as comments received from Dr. R.P. Singh were submitted to the then Hon'ble Chairman, Board of Governors. The Hon'ble Chairman, BOG vide his letter dated 19.02.2008 has informed that since no comments have been received from other members of the Board; we should go by the decision taken by the Board in its meeting on 24.1.2008. Copy of the Hon'ble Chairman, BOG is enclosed as Appendix- II at page 26.

The Board of Governors may confirm the minutes of the 13th meeting held on 24.1.2008 as circulated to the members.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 13th meeting of the Board of Governors, National Institute of Technology (Deemed University) Kurukshetra held on 24th January, 2008 at 11.00 AM in the Board Room of the Institute.

Members present:

- | | | |
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| 1. | Sh. C.B. Mathur,
Hon'ble Chairman, Board of Governors
B-35, Shyam Nagar,
Jaipur - 302019 (Rajasthan) | Chairman |
| 2. | Dr. M.N.Bandyopadhyay,
Director,
National Institute of Technology,
Kurukshetra | Member |
| 3. | Shri D.K. Gupta,
Additional Director (Engg.)
Department of Technical Education, Haryana,
Representative of Shri Ajit M. Sharan, IAS
Financial Commissioner and
Principal Secretary to Government Haryana,
Technical Education Department,
New Haryana Civil Secretariate,
Chandigarh. | Member |
| 4. | Prof. Mushahid Hussain,
Department of Physics,
Jamia Millia Islamia,
Jamia Nagar, New Delhi. 110025 | Member |
| 5. | Dr. R.P. Singh,
(Council Member, AICTE)
Retired Executive Director, BHEL Bhopal,
A-1, Chattarasal Nagar, Phase 1, JK Road,
B.H.E.L. Bhopal. | Member |
| 6. | Dr. V.K. Arora,
Professor
Civil Engineering Department,
N.I.T. Kurukshetra. | Member |

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|----|---|-----------------|
| 7. | Dr. Diwan Singh,
Assistant Professor,
Civil Engineering Department,
N.I.T. Kurukshetra. | Member |
| 8. | Shri J.R. Aggarwal,
Deputy Secretary(Finance)
Integrated Finance Division, MHRD,
Representative of
The Financial Adviser
Ministry of Human Resource Development,
Department of Higher and Secondary Education,
Shastri Bhawan, New Delhi. 110 001. | Special Invitee |
| 9. | Sh. R.P.S. Lohchab,
Registrar,
NIT, Kurukshetra | Secretary |

Er. Rakesh Bakshi, LFMIA, FIE, FNAE, Managing Director, Vestas RRB India Limited, GA-1/B-1 Extension, Mohan Cooperative Industrial Estate, Mathura Road, New Delhi and Dr Surendra Prasad, Director, IIT, New Delhi and nominee of the MHRD expressed their inability to attend the meeting. Shri Rajendra Prasad Singh, Chairman and Managing Director, Power Grid Corporation of India Ltd., (Govt. of India Enterprise) "Saudamini" Plot No. 2, Sector 29, Gurgaon also could not attend the meeting.

Before the start of the meeting, Sh. R.P.S. Lohchab, Registrar and Secretary of the Board welcomed the Chairman, Director and other members of the Board present in the meeting. The following decisions were taken:-

13.1 To confirm the minutes of the 12th meeting of the Board of Governors held on 25th April, 2007.

The Board confirmed the minutes of its 12th meeting held on 25.4.2007 as circulated to the members of the Board and as per details furnished in the Agenda Item 13.1.

13.2 To note the actions taken on the minutes of the 12th meeting of the Board of Governors, NIT, Kurukshetra held on 25.4.2007

The Board noted the actions on the minutes of the 12th meeting of the Board of Governors, NIT, Kurukshetra held on 25.4.2007 as detailed in the Agenda Item 13.2.

13.3 To note the enforcement of National Institutes of Technology Act-2007.

The Board noted the enforcement of National Institutes of Technology Act-2007 as notified in the Gazette of India Extraordinary Part-II, Section 3, Sub Section – (ii) dated 10th August, 2007 w.e.f. 15th August, 2007.

13.4 To note the various authorities of the Institute under the National Institutes of Technology Act-2007.

The Board noted the various authorities of the Institute as well as the composition of the new Board of Governors and the Senate under National Institutes of Technology Act-2007 which has come into force w.e.f. 15th August, 2007.

The Board further noted the section 18(2) of the said Act under which the Registrar of the Institute shall act as Secretary of the Board, the Senate and such Committees as may be prescribed by the Statutes.

13.5 To ratify the action taken by the Director in nominating one Professor and one Asstt. Professor of NIT Kurukshetra to serve on the Board of Governors.

The Board noted as under:-

- (i) As per clause (f) of Section 11 of the National Institutes of Technology Act-2007, one Professor and one Asstt. Professor or a Lecturer of the Institute will be members on Board of Governors to be nominated by the Senate.
- (ii) The Senate in its 10th meeting held on 29th November, 2007 has nominated Dr. V.K. Arora, Professor, Civil Engineering Department

and Dr. Diwan Singh, Asstt. Professor, Civil Engineering Department on the Board of Governors as members.

The Board ratified the action taken by the Director in nominating Dr. V.K. Arora, for two years w.e.f. 01.01.2008 to 31.12.2009 and Dr. Diwan Singh also for two years w.e.f. 29.4.2007 to 28.4.2009 as members of the Board of Governors.

The Board, however, observed that since Dr. Diwan Singh was a candidate for the post of Professor under CAS, he will cease to be member of the Board in case he is promoted as Professor under CAS.

13.6 To consider and ratify minutes of 11th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 30.6.2007.

The Board ratified the minutes of the 11th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 30.6.2007 as enclosed at Appendix-IV to the Agenda Item 13.6.

13.7 To consider and ratify minutes of 12th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 15.10.2007.

The Board ratified the minutes of the 12th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 15.10.2007 as enclosed at Appendix-V to the Agenda Item 13.7. The Board, however, ratified decision taken by the FC in respect of the FC Agenda Item 12.7 subject to decision of the Hon'ble Supreme Court in terms of the MHRD letter No. 5988/2007-IFD dated 13.11.2007.

13.8 To consider and ratify minutes of 10th meeting of the Senate, National Institute of Technology, Kurukshetra held on 29.11.2007.

The Board ratified the minutes of the 10th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 29.11.2007 as enclosed at Appendix-VII to the Agenda Item 13.8.

- 13.9 To consider and approve recommendations of the Screening committee relating to screening of the Non-teaching staff (Group-I, III & IV) at the age of 58 years.**

The Board approved the recommendations of the Screening Committees relating to screening of the non-teaching staff at the age of 58 years for continuation in service upto the age of 60 years.

- 13.10 To note grant of Dearness Allowance to the employees of the Institute with effect from 1.1.2007 on the Central Government Pattern.**

The Board noted the action taken by the Director in granting Dearness Allowance to the employees of NIT Kurukshetra at an enhanced rate from 29% to 35% with effect from 1.1.2007 in accordance with the instructions contained in OM No. F.No.1(2)/ 2007-EII(B)/64 dated 22.3.2007 issued by the Govt. of India, Ministry of Finance, Department of Expenditure and forwarded by MHRD New Delhi, vide letter No. F.21-22/2006/TS.III dated 27.4.2007.

Further the Board decided that the routine matters regarding grant of Dearness Allowance, NPL Bonus and Festival Advance etc. may be decided by the Director and there is no necessity to put the matter before the Board for being noted as these are granted as per rules of the Government of India.

- 13.11 To note grant of Dearness Allowance to the employees of the Institute with effect from 1.7.2007 on the Central Government Pattern.**

The Board noted the action taken by the Director in granting Dearness Allowance to the employees of NIT Kurukshetra at an enhanced rate from 35% to 41% with effect from 1.7.2007 in accordance with the instructions contained in OM No. F.No.1(8)/ 2007-EII(B)/212 dated 11.9.2007 issued by the Govt. of India, Ministry of Finance, Department of Expenditure and forwarded by MHRD New Delhi, vide letter No. F.21-22/2006/TS.III dated 26.9.2007.

13.12 To note grant of Non-Productivity linked Bonus to the employees of the Institute for the year 2006-07 on the Central Government Pattern.

The Board noted the action taken by the Director in granting Non-Productivity linked bonus to the non-teaching employees of the Institute for the year 2006-07 strictly in accordance with the instructions contained in letter No. 7/24/2007/E III(A) dated 11.9.2007 of the Government of India, Ministry of Finance. Department of Expenditure and forwarded by the MHRD vide letter No. F.21-22/2006-TS-III dated 26.9.2007.

13.13 To note the action taken by the Director in granting interest free Festival Advance during the financial year 2007-08 to Class-III and Class-IV employees of the Institute.

The Board noted the action taken by the Director in granting interest Free Festival Advance during the financial year 2007-08 to Class-III and Class-IV employees of the Institute as per past practice.

13.14 To consider and ratify the action taken by the Institute in establishing Department of Computer Applications and constitution of its Board of Studies and other related matters.

The Board ratified the action taken by the Institute in establishing Department of Computer Applications and constitution of its Board of Studies and other related matters.

13.15 To ratify action taken by the Chairman, BOG as regards allowing to invite one of the External Experts outside the approved Panel of External Experts.

The Board ratified the action taken by the Chairman, BOG as regards inviting one of the external experts outside the approved Panel of External Experts in respect of Computer Engineering and Information Technology streams as mentioned in the Agenda Item 13.15.

Further the Board advised that a proposal may be placed before the Finance Committee in its next meeting as regards enhancing the sitting allowance for

external experts coming for attending the meetings of various Selection Committee meetings.

13.16 To note signing of Memorandum of Understanding (MoU) for cooperation with EduFrance for exchange of students.

The Board noted the signing of General Agreement (Step-1) for cooperation between “n+i” Engineering Institutes of France and National Institute of Technology, Kurukshetra through EduFrance.

13.17 To note the visit of delegation of NIT, Kurukshetra to Concordia University, Montreal, Canada and approve the Memorandum of Understanding(MoU) between two Institutions.

In view of the advice given by the MHRD on 23.1.2008, the agenda item as circulated alongwith main agenda papers was withdrawn and revised Agenda Item 13.17 was placed on the table for consideration of the Board (copy of the revised Agenda Item 13.17 is enclosed as Appendix-A).

The Board appreciated the visit of delegation of NIT, Kurukshetra to the Concordia University, Montreal, Canada w.e.f. 5.11.2007 to 8.11.2007 and approved the Memorandum of Understanding (MoU) between the two Institutions as enclosed with the Agenda Item 13.17.

13.18 To approve the action taken by the Institute for granting extension of tenure of deputation period in respect of Dr. Surjit Angra, Director in AICTE.

The Board noted its earlier decision taken in its 12th meeting held on 25.4.2007 and showed displeasure that Dr. Surjit Angra did not join the Institution even after the summer vacation of the year 2007. Rather he again joined the AICTE on his own.

The Board allowed Dr. Surjit Angra's deputation with the AICTE upto 25.3.2008 only and desired that he be directed to join back his duties in the Institute by 26.3.2008 failing which disciplinary action may be taken against him.

13.19 To ratify the action taken by the Chairman, Board of Governors for granting extension in deputation of Sh. Sandeep Singhal, Lecturer, Mechanical Engg. Deptt. with AICTE as Deputy Director.

The Board ratified the action taken by the Chairman, Board of Governors for granting extension in deputation of Sh. Sandeep Singhal, Mechanical Engineering Department with AICTE as Deputy Director for the period 30.9.2007 to 29.9.2008.

The Board, however, noted that the AICTE has extended his deputation upto 29.3.2008 only.

13.20 To ratify the action taken by the Chairman, Board of Governors in granting Extra Ordinary Leave (Without pay) for two years w.e.f. 16.08.2007 to 15.08.2009 to Dr. Krishna Gopal, Professor, Electrical Engg. Deptt.

The Board ratified the action taken by the Chairman, Board of Governors in granting Extra Ordinary Leave (without pay) for two years w.e.f. 16.8.2007 to 15.8.2009 to Dr. Krishna Gopal, Professor, Electrical Engineering Department.

13.21 To consider request for extension of Extra Ordinary Leave (without pay) for further period of two years i.e. upto 5.9.2009 to Dr. M.K. Soni, Professor, Electrical Engineering Department.

The Board ratified the action taken by the Chairman, Board of Governors for allowing extension in Extra Ordinary Leave (without pay) of Dr. M.K. Soni, Professor, Electrical Engineering Department for one year w.e.f. 6.9.2007 to 5.9.2008.

13.22 To consider the setting up of Continuing Education Centre at NIT, Kurukshetra.

The Board accepted the proposal for setting up of Continuing Education Centre at National Institute of Technology, Kurukshetra as given in the agenda item 13.22.

13.23 To ratify the action taken by the Chairman, Board of Governors in accepting the resignation of Dr. R.Vasudevan, Assistant Professor in Mechanical Engineering Department.

The Board ratified the action taken by the Hon'ble Chairman, Board of Governors in accepting the resignation of Dr. R.Vasudevan, Asstt. Professor, Mechanical Engineering Department of the Institute we.f. 20.11.2007 (AN) as mentioned in the Agenda Item 13.23.

13.24 To consider the confirmation case of Sh. Vijay Kumar Bansal, Lecturer, Civil Engineering Department.

The Board noted the circumstances under which the confirmation of Sh. Vijay Kumar Bansal, Lecturer, Civil Engineering Department was held up till 5.2.2005 as mentioned in the Agenda Item 13.24.

The Board, however, showed displeasure over action taken by concerned Chairman of the Department in connection with sending Special Confidential Report on the work and conduct of Sh. Vijay Kumar Bansal for his probation period.

The Board confirmed Sh. Vijay Kumar Bansal against a vacant post of Lecturer in the Civil Engineering Department w.e.f. 5.2.2005 when the post became available.

13.25 To approve Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2006-07.

The Board approved the Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2006-07 for placing before the Parliament through the Ministry of Human Resource Development, Govt. of India, New Delhi.

13.26 To note the action taken by the Institute in opening an account with the Directorate of advertising and Visual Publicity (DAVP), New Delhi

The Board approved the action taken by the Institute in opening an account with the Directorate of Advertising and Visual Publicity (DAVP), New Delhi as per instructions issued by the Ministry of Human Resource Development and as per details furnished in the Agenda Item 13.26.

The Board, however, noted that in emergency the advertisements will be floated as per existing practice on commercial rates through advertising agency.

13.27 To consider financial implications involved in visit of faculty from foreign universities.

The Board approved the proposal of the Institute regarding exchange of faculty. The Board also approved extending fellowship/honorarium/ remuneration and other facilities as per details furnished in the Agenda Item 13.27 on reciprocal basis.

13.28 To note action taken by the Hon'ble Chairman, BOG for engaging Senior Medical Officer in the Health Centre of the Institute on contract basis and further appointment of the Medical Officers for longer contractual period/or deputation.

After detailed discussions the Board approved as under:-

- i) Dr. D.S. Saini may be engaged as Senior Medical Officer on two years contract which may be further extended at consolidated salary not

exceeding the last pay drawn by him under the Government of Haryana. Other terms and conditions of his contractual appointment may be decided and reviewed by the Director from time to time.

- ii) Dr.(Mrs.) Sushma Rani W/o Dr. D.S.Saini may be engaged as Lady Medical Officer on two years contract which may be further extended at consolidated salary not exceeding the last pay drawn by her under the Government of Haryana. Other terms and conditions of his contractual appointment may be decided and reviewed by the Director from time to time.
- iii) Dr. K.K.Nagpal may be appointed on short term contract on part-time basis for a period of three months extendable from time to time on consolidated salary of Rs. 21,500/- as per existing arrangement. His salary may be charged to self financing programmes of the Institute. Other terms and conditions of his contractual appointment may also be decided and reviewed by the Director from time to time.

13.29 To consider creation of additional faculty positions due to new courses and increase in intake in the existing courses in consonance with the approval of MHRD.

The Board approved the proposal of the Institute for the following faculty positions as per details furnished in the Agenda Item 13.29:-

i) Positions required for UG Courses (Engg. Deptts.)	=	116
as per norms suggested by the MHRD.		
ii) Positions required for PG Courses as per norms	=	36
iii) Positions required for Hum. & Sc. Deptts.	=	27
(23% of the (i) above)		
Total faculty positions required	=	179

The Board desired that the matter may be referred to the MHRD for their concurrence and in the meantime existing arrangement as decided by the Finance Committee in its 11th meeting held on 30.6.2007 may continue.

13.30 To consider and approve staff for own Construction Cell in the Institute.

The Board decided that the positions for the Institute Construction Cell as mentioned in the Agenda Item 13.30 may be filled up on contract basis. Preferably the retired persons may be engaged on consolidated salary to be decided by the Director from time to time. The technical persons may be designated as Consultant/Executive Engineer (Retd.), Consultant/Asstt. Engineers and Consultant/Junior Engineers etc. The consolidated salary of the said contractual staff may be met from the cost of the projects/works undertaken by the Construction Cell.

13.31 To consider request of Dr. Krishna Gopal, Professor of the Electrical Engineering Department for retaining the Institute accommodation during the period of Extraordinary Leave (EOL).

The Board did not agree to allow Dr. Krishna Gopal, Professor, Electrical Engineering Department to retain the Institute accommodation for the 2nd year of his EOL (Without pay) w.e.f. 16.8.2008 to 15.8.2009.

13.32 To consider academic collaboration with the University of Sunderland, U.K.

The Board decided as under:-

- i) A delegation of the Institute may visit the University of Sunderland, UK as well as the Binghamton University, New York, USA in one go so that expenditure involved may be less.
- ii) The Director may sign Memorandum of Understanding (MoU) on the spot with these universities if there is an understanding between NIT, Kurukshetra and these foreign universities.
- iii) The expenditure involved on the foreign visit may be met from the TEQIP where sufficient funds for training and development activities of the staff are available.

- iv) The Director may review as to which faculty members/officers in addition to the Director will be included in the said delegation. The Director may constitute a committee at the Institute level for taking advice in the matter.

13.33 To consider recruitment of faculty and non-teaching staff for the self financing MBA Course on contract basis for long duration with all facilities.

The Board decided to create 10 teaching posts comprising Professors, Asstt. Professors and Lecturers with the cadre ratio as per AICTE norms and two non-teaching positions (one Steno-typist and one Storekeeper) for the Department of Business Administration which is being run on self financing basis as per details furnished in the Agenda Item 13.33.

The teaching and non-teaching staff for the Business Administration Department will be appointed on long contract basis till the MBA course runs with all benefits at par with the regular employees except pension. In this connection the model available in the Kurukshetra University, Kurukshetra for running the self financing courses may be followed. The qualifications of the faculty will be as per qualifications laid down by the AICTE/Institute from time to time and they will be recruited as per due procedure through duly constituted Selection Committees.

13.34 To consider the Lecturer in Physical Education in Teaching Faculty.

The Board recommended to the MHRD that Sh. Zile Singh, Lecturer, Physical Education may be included in teaching faculty. Accordingly his case may be referred to the MHRD and the matter may be pursued for their early approval.

Further the Board was of the view that all other cases like, Registrar, Librarian, Workshop Supdt , Director of Sports may also be referred to the MHRD for deciding their age of superannuation.

13.35 To consider introduction of M.Sc. Programmes in Physics, Chemistry and Mathematics from the Academic Session 2008-09.

The Board approved the introduction of M.Sc. Programmes in Physics, Chemistry and Mathematics from the Academic Session 2008-09.

Further the Board desired that the matter may be submitted to the MHRD for their concurrence so that recurring and non-recurring grants may be released by them on 100% basis as in case of other existing B.Tech./M.Tech. Degree Courses.

13.36 To consider and approve the recommendations of the Selection Committees for recruitment of faculty positions under direct quota and placement/promotion of faculty under Career Advancement Scheme (CAS) in NIT, Kurukshetra.

When the agenda item 13.36 came for discussion, Dr. Diwan Singh, Asstt. Professor, Civil Engineering Department, NIT, Kurukshetra (a faculty Member on the Board) left the meeting as he was a candidate for promotion as Professor under the Career Advancement Scheme.

The Board approved the recommendations made by the Selection Committee in their meetings held from 1st December, 2007 to 4th December, 2007 as presented to the Board by the Registrar and Secretary for recruitment of faculty positions under direct recruitment as well as placement/promotion under Career Advancement Scheme in NIT, Kurukshetra as per guidelines of AICTE/MHRD and as per rules of Institute. Direct recruitment be made subject to availability of posts.

Accordingly the faculty Members be placed in higher pay scales/promoted under CAS as well as direct appointments be made as under:-

A. FACULTY MemberS PLACED IN HIGHER PAY SCALES/PROMOTED UNDER CAS:-

1. As Professor in the pay scale of Rs. 16400-450-20900-500-22400.

Sr.No.	Name
(i)	Dr. Diwan Singh, Asstt. Professor, Civil Engg. Deptt.
(ii)	Dr. S.K. Madan, Asstt. Professor, Civil Engg. Deptt.
(iii)	Dr. H.K. Sharma, Asstt. Professor, Civil Engg. Deptt.
(iv)	Dr.(Ms.) Lillie Dewan, Asstt. Professor, Elect. Engg. Deptt.
(v)	Dr. S.N. Sachdeva, Asstt. Professor, Civil Engg. Deptt.
(vi)	Dr. Dixit Garg, Asstt. Professor, Mech. Engg. Deptt.
(vii)	Dr. S.K. Mahna, Asstt. Professor, Deptt. of Physics
(viii)	Dr. B.K.Kaushik, Asstt. Professor, Deptt. of Physics
(ix)	Dr. J.K.Quamara, Asstt. Professor, Deptt. of Physics
(x)	Dr. P.J.Philip, Asstt. Professor, Deptt. of Hum. & Social Sciences

2. As Asstt. Professors in the pay scale of Rs. 12000-420-18300

(i) Dr. Jagdeep Singh Lather

3. As Lecturer (Selection Grade) in the pay scale of Rs. 12000-420-18300

Sr.No.	Name
(i)	Sh. Mohd. Arif, Lecturer (Senior Scale), Deptt. of ECE
(ii)	Sh. K.K. Sharma, Lecturer(Senior Scale) Deptt. of Elect. Engg.
(iii)	Sh. Rajiv Verma, Lecturer(Senior Scale) Deptt. of Mech. Engg.
(iv)	Sh. Vinod Kumar, Lecturer(Senior Scale) Deptt. of Mech. Engg.
(v)	Ms. Pratibha Aggarwal, Lecturer(Senior Scale) Deptt. of Civil Engg.
(vi)	Sh. Yashpal, Lecturer(Senior Scale) Deptt. of Elect. Engg.
(vii)	Ms. Meenu, Lecturer(Senior Scale) Deptt. of Mech. Engg.
(viii)	Dr. Vikas Chaudhary, Lecturer(Senior Scale) Deptt. of Hum. & Social Sciences.
(ix)	Sh. M.K.Gupta, Lecturer(Senior Scale) Deptt. of Mech. Engg.

4. As Lecturers (Senior Scale) in the pay scale of Rs. 10000-325-15200

Sr.No.	Name
(i)	Sh. Dhiraj Joshi, Lecturer, Deptt. of Elect. Engg.
(ii)	Sh. A.K.Dahiya, Lecturer, Deptt. of Elect. Engg.
(iii)	Sh. Vijay Kumar Bansal, Lecturer, Deptt. of Civil Engg.
(iv)	Sh. Arvind Kumar, Lecturer, Deptt. of ECE

B. DIRECT APPOINTMENTS OF THE FACULTY:-

1. As Professor in the pay scale of Rs. 16400-450-20900-500-22400

Sr.No.	Name	Department for which recruited
(i)	Dr. Brahamjit Singh	Deptt. of Electronics & Comm. Engg.
(ii)	Dr. Chinmoy Bhattacharyya	Deptt. of Electronics & Comm. Engg.
(iii)	Dr. Minati Baral	Deptt. of Chemistry

2. As Asstt. Professors in the pay scale of Rs. 12000-420-18300

Sr.No.	Name	Department for which recruited
(i)	Dr. Ashwani Kumar	Deptt. of Physics
(ii)	Dr. Rishi Pal Chauhan	Deptt. of Physics
(iii)	Dr. Neena Jaggi	Deptt. of Physics
(iv)	Dr. Amit Dubey	Deptt. of Chemistry
(v)	Dr. Jitender Kumar	Deptt. of Chemistry
(vi)	Dr. Pankaj Chandna	Deptt. of Indl. Engg. & Management
(vii)	Dr. Puran Chand Tewari	Deptt. of Indl. Engg. & Management
(viii)	Dr. Awadesh Kumar Singh	Deptt. of Computer Engg.
(ix)	Dr. Mayank Dave	Deptt. of Computer Engg.
(x)	Dr. S.K.Jain	Deptt. of Computer Engg.
(xi)	Dr. J.K.Chhabra	Deptt. of Information Technology
(xii)	Dr. Trilok Chand	Deptt. of Information Technology
(xiii)	Dr. Rajoo Pandey	Deptt. of Electronics & Comm. Engg.
(xiv)	Dr. Ashwani Kumar	Deptt. of Electrical Engg.

3. As Lecturer in the pay scale of Rs. 8000-275-13500

Sr.No	Name	Department for which recruited
(i)	Sh. Prakash Chand (SC Category)	Deptt. of Physics
(ii)	Sh. Anurag Gaur	Deptt. of Physics
(iii)	Sh. Manmohan Singh	Deptt. of Physics
(iv)	Sh. Avadesh Yadav (OBC Category)	Deptt. of Mech. Engg.
(v)	Sh. Gulshan Sachdeva	Deptt. of Mech. Engg.
(vi)	Sh. Jatinder Kumar	Deptt. of Mech. Engg.
(vii)	Sh. Virender Ranga (SC Category)	Deptt. of Computer Engg.
(viii)	Ms. Saraswati Yadav	Deptt. of Maths.
(ix)	Ms. Pallavi	Deptt. of Maths.
(x)	Sh. Atul Gaur	Deptt. of Maths.
(xi)	Ms. Priyanka Ahlawat	Deptt. of Information Technology
(xii)	Sh. Mohit Dua	Deptt. of Information Technology
(xiii)	Ms. Ritu Garg	Deptt. of Information Technology
(xiv)	Ms. Poonam Jindal	Deptt. of Electronics & Comm.Engg.

The Board further decided that the faculty Members as mentioned in the minutes be promoted under CAS with immediate effect.

13.37 To consider eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS).

The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the purpose of promotion as Professor under CAS. A Lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board.

13.38 To consider and approve recommendations of the Promotion Committees for filling up Non-teaching Promotional Posts.

The Board noted that the NIT, Kurukshetra held interviews on 18th and 19th January, 2008 for promoting non-teaching staff members as per existing rules of the Institute.

The recommendations of the Promotion Committees as presented by the Registrar and Secretary were approved by the Board.

13.39 To consider putting some restrictions on the newly appointed faculty so that they can concentrate on teaching.

The Board decided that the newly appointed faculty who join the Institute from outside should not be allowed to proceed on tour for attending conferences, presenting papers and attending training etc. outside Kurukshetra in India and abroad and they should also not be given administrative responsibilities of the

Departments/Institute for at least two years from their joining the Institute i.e. during their probation.

13.40 To approve the appointments of Deputy Registrar (GA & Legal) Lecturer (Electronics and Communication Engineering Department) and System Analyst (Computer Engineering Department).

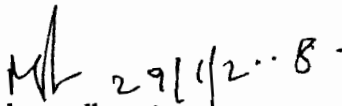
The Board approved the appointments of Deputy Registrar(GA & Legal), Lecturer (ECCE) and System Analyst (Computer Engineering Department) as per details furnished in the agenda item 13.40.

13.41 To consider Extra Ordinary Leave (EOL)/Deputation for the teaching Staff.

The Board decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future.

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


Registrar & Secretary


(M N Bandyopadhyay)
Director

Approved


Chairman,
BOG, NITK

APPENDIX-A

Item 13.17 To ratify the visit of delegation of NIT, Kurukshetra to the Concordia University, Montreal, Canada and approve the Memorandum of Understanding(MoU) between two Institutions.

The Board of Governors in its 12th meeting held on 25.4.2007 accepted the proposal of the Institute for establishing links between lakehead University Ontario, Canada and decided that a team of the Institute comprising the Director, Dean(P&D), Dean(Academic) and the Registrar may visit the Lakehead University to discuss the whole pattern of exchange of faculty & students, academic, financial and legal matters. But when the authorities of the said University were contacted for future course of action, we were told that due to some restrictions, they have for the present decided to postpone the collaboration with our Institute. Hence the chapter of establishing links with the Lakehead University was almost closed.

In the meantime Dr. Rama Bhatt, Associate Dean of Graduate Studies and Research, Concordia University, Montreal, Canada visited the Institute on 3rd August, 2007 to interact with faculty and students of the Institute. The Concordia University had shown considerable interest in academic affairs of NIT, Kurukshetra. Dr. Bhatt conveyed desire of his University if a delegation of NIT, Kurukshetra could visit Concordia University for collaborative agreement in near future as the said University had made such agreements in case of some IITs and some other Indian Universities through Shastri Indo Canadian Institute. It was accordingly felt to visit the Concordia University in first week of November, 2007 instead of the Lakehead University. Since the matter was urgent and time was short, the Institute delegation visited the said University from 5.11.2007 to 8.11.2007 after taking prior permission of the Hon'ble Chairman, Board of Governors. The expenditure involved on this visit was met from the Institute Development Fund (Share of Consultancy) without any financial liability on the Central Government.

The above delegation met Mr. Liselyn Adams, Associate Vice-President, Concordia University, Montreal, Canada and discussed the scope of establishing academic links between the National Institute of Technology, Kurukshetra (Harvana) India and the Concordia University, Montreal as they have done in

case of some Indian Institutes of Technology and other Indian Universities in India. A Memorandum of Understanding between the two institutions was finalized there. The following areas of academic cooperation are identified between the two Institutions:-

- ◆ Students exchange;
- ◆ Collaborative Research;
- ◆ Co-sponsorship of academic projects, and conferences;
- ◆ sharing of scientific information on areas of mutual interest;
- ◆ Other academic collaboration including curriculum and faculty exchange.

Copy of the MoU signed by Dr. M.N.Bandyopadhyay, Director, NIT, Kurukshetra and Dr. Louise Dandurand, Vice President, Research & Graduate Studies, Concordia University is enclosed as Appendix-XV (Pages 123-124).

The Board may ratify the said visit and approve the MoU between NIT, Kurukshetra and the Concordia University, Montreal, Canada.

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CB Mathur

Chairman, Board of Governors
National Institute of Technology
KURUKSHETRA (Hararyana) 136 119

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Jaipur

19. 02.2008

Dr MN Bandyopadhyay

Director

National Institute of Technology

Kurukshetra,

Sub:- Minutes of the 13th meeting of the Board of Governors held on
24.1.2008

Ref:- Your faxed letter dated 18.2.08


Sir,


I have carefully gone through the contents of the case. It is my considered opinion that since no comments have been received from other members of the Board; we should go by the decisions taken by the Board in its meeting on 24.1.2008.

I presume that the minutes of the meeting were circulated to all members in time and sufficient time was given to the members to offer their comments.

Regarding the letter from Dr. RP Singh, kindly refer my letter to Dr. Narayana Rao Member Secretary AICTE on 14.2.2008. A copy of this letter was also endorsed to you and to Dr. RP Singh. A request has been made to Dr. Rao to bear with our stand and relieve Dr. Angra at the appropriate date so that he joins in time at Kurukshetra.. Let me know if Dr Narayana Rao has communicated with you or not in this matter.

Sincerely,


19.2.08
CB Mathur


27/2 2008

PA

Item 14.4 To note the action taken report on the minutes of the 13th meeting of the Board of Governors held on 24th January, 2008.

The Board may please note the action taken report on the minutes of the 13th meeting of the Board of Governors held on 24th January, 2008 as given below:-

Item No.	Subject	Action Taken
13.1	To confirm the minutes of the 12 th meeting of the Board of Governors held on 25 th April, 2007.	No further action is required
13.2	To note the actions taken on the minutes of the 12 th meeting of the Board of Governors, NIT, Kurukshetra held on 25.4.2007.	The Board noted the actions taken on the minutes of the 12 th meeting of the BOG. No further action is required.
13.3	To note the enforcement of National Institutes of Technology Act-2007.	The Board noted the enforcement of NIT Act, 2007.
13.4	To note the various authorities of the Institute under the National Institutes of Technology Act-2007.	The Board noted the various authorities of the Institute under the NIT Act, 2007.
13.5	To ratify the action taken by the Director in nominating one Professor and one Asstt. Professor of NIT Kurukshetra to serve on the Board of Governors.	As per observation made by the Board the next incumbent Sh. C.P. Bansal, senior most Lecturer(SG) has been nominated as member on the Board of Governors w.e.f. 8.2.2008.
13.6	To consider and ratify minutes of 11 th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 30.6.2007.	No further action is required.
13.7	To consider and ratify minutes of 12 th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 15.10.2007.	The decision of the FC on item No. 12.7 has been implemented after the decision of the Hon'ble Supreme Court of India.
13.8	To consider and ratify minutes of 10 th meeting of the Senate, National Institute of Technology, Kurukshetra held on 29.11.2007.	No further action is required.
13.9	To consider and approve recommendations of the Screening committee relating to screening of the Non-teaching staff (Group-I, III & IV) at the age of 58 years.	The recommendations of the Screening Committees relating to the non-teaching staff at the age of 58 years for continuation in service upto the age of 60 years

		has been implemented as approved by the Board.
13.10	To note grant of Dearness Allowance to the employees of the Institute with effect from 1.1.2007 on the Central Government Pattern.	No further action is required.
13.11	To note grant of Dearness Allowance to the employees of the Institute with effect from 1.7.2007 on the Central Government Pattern.	No further action is required.
13.12	To note grant of Non-Productivity linked Bonus to the employees of the Institute for the year 2006-07 on the Central Government Pattern.	No further action is required.
13.13	To note the action taken by the Director in granting interest free Festival Advance during the financial year 2007-08 to Class-III and Class-IV employees of the Institute.	No further action is required.
13.14	To consider and ratify the action taken by the Institute in establishing Department of Computer Applications and constitution of its Board of Studies and other related matters.	No further action is required.
13.15	To ratify action taken by the Chairman, BOG as regards allowing to invite one of the External Experts outside the approved Panel of External Experts.	The Board ratified the action taken by the Chairman, BOG. Further as per decision of the BOG an item regarding enhancing the sitting allowance was placed before the FC in its 13 th meeting held on 29.3.2008 but the FC did not agree to enhance the sitting allowance.
13.16	To note signing of Memorandum of Understanding (MoU) for cooperation with EduFrance for exchange of students.	The Board noted the signing of MoU for Cooperation with EduFrance.
13.17	To note the visit of delegation of NIT, Kurukshetra to Concordia University, Montreal, Canada and approve the Memorandum of Understanding(MoU) between two Institutions.	Dr. Waiz Ahmed of Concordia University, Montreal visited the Institute from 22.12.2008 to 23.12.2008 for expert lectures for the benefit of the faculty members as per MoU with the said university.
13.18	To approve the action taken by the Institute for granting extension of tenure	Dr. Angra was informed to join duties in the Institute by 26.3.2008

	of deputation period in respect of Dr. Surjit Angra, Director in AICTE.	<p>vide letter No. Estt.-I/PF/2546 dt. 5.3.2008 failing which disciplinary action would be taken against him.</p> <p>However the Director, NITs, MHRD requested that the decision regarding curtailing the deputation period of Dr. Angra may be reconsidered and his deputation with the AICTE may be extended for 3rd year i.e. upto Sept. 25, 2008. Accordingly Dr. Angra was allowed extension in deputation with the AICTE as Director upto 25.9.2008 in anticipation of the approval of the Board. Now Dr. Angra has joined back the Institute on 22.10.2008 after availing joining time/ Vacation/Earned/ Medical Leave. In this connection the BOG agenda item 14.18 may be referred to.</p>
13.19	To ratify the action taken by the Chairman, Board of Governors for granting extension in deputation of Sh. Sandeep Singhal, Lecturer, Mechanical Engg. Deptt. with AICTE as Deputy Director.	The Board ratified the action taken by the Chairman. However, Sh. Sandeep Singhal has filed a CWP in the Hon'ble High Court of Delhi for maintaining status-quo.
13.20	To ratify the action taken by the Chairman, Board of Governors in granting Extra Ordinary Leave (Without pay) for two years w.e.f. 16.08.2007 to 15.08.2009 to Dr. Krishna Gopal, Professor, Electrical Engg. Deptt.	No further action is required. However it is intimated to the Board that Dr. Krishna Gopal has joined back in the Institute on 12.12.2008.
13.21	To consider request for extension of Extra Ordinary Leave (without pay) for further period of two years i.e. upto 5.9.2009 to Dr. M.K. Soni, Professor, Electrical Engineering Department.	No further action is required.
13.22	To consider the setting up of Continuing Education Centre at NIT, Kurukshetra.	A Continuing Education Centre has been established in the Institute as per decision of the Board and further action in the matter is being taken.
13.23	To ratify the action taken by the Chairman, Board of Governors in	No further action is required.

	accepting the resignation of Dr. R.Vasudevan, Assistant Professor in Mechanical Engineering Department.	
13.24	To consider the confirmation case of Sh. Vijay Kumar Bansal, Lecturer, Civil Engineering Department.	Action Taken. Sh. Vijay Kumar Bansal, Lecturer, CED has been confirmed w.e.f. 5.2.2005.
13.25	To approve Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2006-07.	The approved Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2006-07 has been submitted to the MHRD.
13.26	To note the action taken by the Institute in opening an account with the Directorate of advertising and Visual Publicity (DAVP), New Delhi	The publications of advertisements of the Institute are being floated as per decision of the Board.
13.27	To consider financial implications involved in visit of faculty from foreign universities.	Dr. Waiz Ahmed of Concordia University, Montreal visited the Institute from 22.12.2008 to 23.12.2008 for expert lectures for the benefit of the faculty members.
13.28	To note action taken by the Hon'ble Chairman, BOG for engaging Senior Medical Officer in the Health Centre of the Institute on contract basis and further appointment of the Medical Officers for longer contractual period/or deputation.	No further action is required.
13.29	To consider creation of additional faculty positions due to new courses and increase in intake in the existing courses in consonance with the approval of MHRD.	The matter has been referred to the MHRD for their concurrence.
13.30	To consider and approve staff for own Construction Cell in the Institute.	Action taken as per decision of the Board.
13.31	To consider request of Dr. Krishna Gopal, Professor of the Electrical Engineering Department for retaining the Institute accommodation during the period of Extraordinary Leave (EOL).	Dr. Krishna Gopal, Professor of the Elect. Engg. Deptt. was informed of the decision of the Board.
13.32	To consider academic collaboration with the University of Sunderland, U.K.	Action taken. The delegation of the Institute had visited the University of Sunderland, UK Binghamton University, New York and Toledo University, USA

		from 19.10.2008 to 27.10.2008. The agenda item 14.29 may please be referred to.
13.33	To consider recruitment of faculty and non-teaching staff for the self financing MBA Course on contract basis for long duration with all facilities.	The applications for faculty positions has been invited and the matter is under process.
13.34	To consider the Lecturer in Physical Education in Teaching Faculty.	As per decision of the Board the matter stands referred to MHRD.
13.35	To consider introduction of M.Sc. Programmes in Physics, Chemistry and Mathematics from the Academic Session 2008-09.	The proposals for introduction of M.Sc. Programmes in Physics, Chemistry and Mathematics were sent to the MHRD for their concurrence. Their permission is awaited.
13.36	To consider and approve the recommendations of the Selection Committees for recruitment of faculty positions under direct quota and placement/promotion of faculty under Career Advancement Scheme (CAS) in NIT, Kurukshetra.	Action taken as per decision of the Board.
13.37	To consider eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS).	The matter is being placed before the Board vide agenda item <u>14.35</u> .
13.38	To consider and approve recommendations of the Promotion Committees for filling up Non-teaching Promotional Posts.	The recommendations of the Promotion Committee has been implemented as per decision of the Board.
13.39	To consider putting some restrictions on the newly appointed faculty so that they can concentrate on teaching.	Action taken as per decision of the Board. However, the matter is being again placed before the BOG vide agenda item 14.33.
13.40	To approve the appointments of Deputy Registrar (GA & Legal) Lecturer (Electronics and Communication Engineering Department) and System Analyst (Computer Engineering Department)	No further action is required.
13.41	To consider Extra Ordinary Leave (EOL)/Deputation for the teaching Staff	Decision implemented.

Item 14.5 To ratify the action taken by the Director in nominating one Lecturer of NIT, Kurukshetra to serve on the Board of Governors.

The Board in its 13th meeting held on 24.1.2008 while ratifying the action taken by the Director in nominating one Professor and one Asstt. Professor of NIT, Kurukshetra to serve on the Board of Governors noted as under:-

- (i) *"As per clause (f) of Section 11 of the National Institutes of Technology Act-2007, one Professor and one Asstt. Professor or a Lecturer of the Institute will be members on Board of Governors to be nominated by the Senate.*
- (ii) *The Senate in its 10th meeting held on 29th November, 2007 has nominated Dr. V.K. Arora, Professor, Civil Engineering Department and Dr. Diwan Singh, Asstt. Professor, Civil Engineering Department on the Board of Governors as members.*

The Board ratified the action taken by the Director in nominating Dr. V.K. Arora, for two years w.e.f. 01.01.2008 to 31.12.2009 and Dr. Diwan Singh also for two years w.e.f. 29.4.2007 to 28.4.2009 as members of the Board of Governors.

The Board, however, observed that since Dr. Diwan Singh was a candidate for the post of Professor under CAS, he will cease to be member of the Board in case he is promoted as Professor under CAS".

Dr. Diwan Singh has been promoted as Professor under CAS w.e.f. 24.1.2008 and as per above decision of the Board he has ceased to be member of the Board.

Further as per provision contained in clause (f) of Section 11 of the NITs Act 2007, the Senate in its 10th meeting held on 29.9.2007 decided that nomination of Assistant Professor and Lecturer will be by rotation.

In accordance with the above decision of the Board and Senate, the senior-most Lecturer Sh. C.P. Bansal, Lecturer (Selection Grade), Electrical Engineering Department, was nominated by the Director to act as Member on the Board of Governors for two years with effect from 8.2.2008 to 7.2.2010.

The Board of Governors may confirm the action taken by the Director in nominating Sh. C.P. Bansal, Lecturer (Selection Grade) as member of the Board for two years w.e.f. 8.2.2008.

Item 14.6 To note nomination of Technologists or Industrialists of repute on the Board of Governors of National Institute of Technology, Kurukshetra as per NITs Act, 2007.

As per Clause 11(d) of the composition of new Board of Governors under the NIT Act, 2007 **two persons are to be nominated by the Government of the State in which the Institute is situated from amongst persons who, in the opinion of that Government, are technologists or industrialists of repute. The term of office of the persons shall be three years from the date of their nomination.**

Accordingly a request was made to the Government of Haryana for nominating two technologists or industrialists of repute as members of the Board of Governors of NIT, Kurukshetra. The State Government of Haryana has nominated the following as member of the Board under clause 11(d) of the NITs Act, 2007:-

1. Sh. M.P. Gupta,
Director,
Technical Education Department, Haryana
Bays No. 7-12, Sector-4,
Panchkula.
2. Sh. K.C. Lakhani,
Lakhani Udyog,
130, Sector 24,
Faridabad.

The Board may please note the nominations as mentioned above.

Item 14.7 To consider and ratify minutes of 13th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 29.3.2008

The minutes of the 13th meeting of the Finance Committee of National Institute of Technology, Kurukshetra held on 29.3.2008 under the Chairmanship of the Chairman, Board of Governors & Finance Committee at Kurukshetra are enclosed at Appendix ~~-III~~ (pages **36** to **43**). The agenda of the Finance Committee is enclosed as Annexure to Item **14.7** with the main agenda of the Board meeting.

The Board of Governors may ratify the minutes of the 13th meeting of the Finance Committee held on 29.3.2008.

**NATIONAL INSTITUTE OF TECHNOLOGY
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**Minutes of 13th meeting of the Finance Committee,
NIT, Kurukshetra held on 29.03.2008 at 12.00 noon in the
Board Room of National Institute of Technology, Kurukshetra-136119**

PRESENT

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|----|--|-------------------------|
| 1. | Sh. C. B. Mathur,
Hon'ble Chairman, Board of Governors
& Finance Committee,
NIT, Kurukshetra
B-35, Shyam Nagar,
Jaipur-302 019 (Rajasthan) | In Chair |
| 2. | Sh. R. C. Jindal,
Principal,
Govt. Polytechnic, Nilokheri
(Representative of the Commissioner
& Secretary to Govt. of Haryana)
Technical Education Department,
New Civil Sectt. Haryana,
Sector-17, Chandigarh. | Member |
| 3. | Sh. W. N. Massey,
Under Secretary,
(Representative of Director (Finance)
(Integrated Finance Division)
Govt. of India,
Ministry of Human Resource Development,
Deptt. of Higher Education ,
Shastri Bhawan,
New Delhi- 110 001. | Member |
| 4. | Dr. M. N. Banyopadhyay,
Director,
NIT, Kurukshetra | Director-Member |
| 5. | Sh. R. P. S. Lohchab,
Registrar,
NIT, Kurukshetra | Member-Secretary |

Contd.....

Prof. Surendra Prasad, Director, IIT, Delhi and Sh. Madan Mohan, Director(NITs), Govt. of India, Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi showed their inability in attending the meeting.

The comments received from the Finance Department, Govt. of Haryana were circulated to the members of the Finance Committee.

Before the agenda was taken up, Sh. R. P. S. Lohchab, Registrar & Member-Secretary extended hearty welcome to the Hon'ble Chairman, Board of Governors & Finance Committee, Worthy Director and other members of the Finance Committee.

The Finance Committee made recommendations/took decisions as under:

Item 13.1 To confirm the minutes of 12th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 15.10.2007.

The letter No.5988/2007-IFD dated 14.11.2007 received from the Deputy Secretary, Integrated Finance Division, Ministry of Human Resource Development, New Delhi containing comments on the Finance Committee agenda item 12.7 was also placed before the Finance Committee at the time of confirming the minutes of the 12th meeting of the Finance Committee held on 15.10.2007.

The Finance Committee noted as under relating to the recommendations made under the agenda items 12.7 and 12.8: -

- i) Sh. S.N.Kaushik, a permanent Junior Engineer(Civil) in the Institute, had been working as Estate Officer on contract basis in the pay scale of Rs. 6500-10500 w.e.f. 29.5.2006 for a period of two years which could be further extended for another year. A permanent post of Estate Officer also exists in the Institute. The Board of Governors of the Institute long back had equated the post of Estate Officer of the Institute with that of the SDE, PWD (B&R), Haryana whose present pay scale is Rs. 8000-13500. Sh. Y.P.Kapoor and Sh. Maya Ram, Ex -



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Estate Officers of the Institute got the pay scale of the PWD's SDE with the intervention of the Hon'ble Courts. Hence, Sh. S.N.Kaushik requested that he should also be given the pay scale of Rs. 8000-13500 (FC agenda item 12.7).

- ii) Sh. D.K.Kaushik, a permanent Junior Engineer (Elect.) in the Institute, had been working as Asstt. Engineer(Elect.) w.e.f. 30.5.2006 on contract basis on consolidated salary of Rs. 15,000/- per month for initial period of one year which could be further extended for another year. His consolidated salary was increased to Rs. 17,000/- per month by the Board in its 12th meeting held on 25.4.2007. Earlier the Board in its 9th meeting held on 25.2.2006 also created a post of Asstt. Engineer(Elect.) in the pay scale of Rs. 8000-13500 with required qualifications as it was essential for manning the electrical sub-station in the Institute. The Board also decided that matter regarding creatin of the post of Asstt. Engineer(Elect.) in the pay scale of Rs. 8000-13500 may be referred to the MHRD for their concurrence and in the meantime salary of the incumbent may be drawn against any suitable post lying vacant in the Institute. Approval of the MHRD is still awaited.

- iii) The Finance Committee of the Institute in its 12th meeting held on 15.10.2007 (agenda items 12.7 and 12.8) recommended to the Board that both the existing posts of Jr. Engineer (Civil) and Jr.Engineer (Electrical) be upgraded to the posts of Asstt. Engineer (Civil) and Asstt. Engineer (Electrical) in the pay scale of Rs.8000-13500 temporarily by surrendering the said posts of Jr. Engineers and the temporary positions of Asstt. Engineers thus created should be filled up by promotion from the feeder cadre of Jr. Engineers. However, the representative of the Integrated Finance Division, Ministry of Human Resource Development, New Delhi who attended



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the said Finance Committee Meeting held on 15.10.2007 vide his letter No.5988/2007-IFD dated 14.11.2007 communicated that decision taken by the Finance Committee in respect of the agenda item 12.7 may be kept on hold and may be reviewed in the light of the decision of the Hon'ble Supreme Court.

iv) The said letter dated 14.11.2007 received from the Integrated Finance Division was placed before the Board of Governors in their 13th meeting held on 24.1.2008 when the recommendations made by the Finance Committee in its 12th meeting held on 15.10.2007 came up for ratification. The Board of Governors ratified decision taken by the Finance Committee in respect of the Finance Committee agenda item 12.7 subject to decision of the Hon'ble Supreme Court in terms of the MHRD letter no.5988/2007-IFD dated 14.11.2007. In the meantime the Hon'ble Supreme Court in their judgment of 7.2.2008 upheld the equation of the pay scale of the Estate Officer with the pay scale of Sub-Divisional Engineer, PWD (B&R), Haryana.

v) Subsequently both Sh.S.N.Kaushik and Sh.D.K.Kaushik were appointed as Asstt. Engineers in the pay scale of Rs.8000—13500 as per decisions of the Finance Committee and the Board of Governors taken in their meetings held on 15.10.2007 and 24.1.2008 respectively. The Hon'ble supreme Court in their judgment of 5.3.2008 in some other case also delivered judgment in favour of Sh.S.N.Kaushik in connection with his appointment as J.E.(Civil).

After above discussion, the Finance Committee in its meeting held on 29.03.2008 confirmed the minutes of the 12th meeting of the Finance Committee held on 15.10.2007.

The Finance Committee, however, recommended to the Board that matter regarding upgradation of the posts of Jr. Engineer (Civil) and Jr. Engineer (Electrical) in the pay scale of Rs.8000-13500 and the promotion of Sh. S.N.Kaushik and that of Sh.D.K.Kaushik as Asstt. Engineers on the said upgraded posts of Jr.Engineers be referred to the Ministry of Human Resource Development with detailed background for ex-post facto approval.



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Item 13.2 To note follow up action taken on the 11th meeting of the Finance Committee held on 30.6.2007.

The Finance Committee noted follow up action taken on some of the decisions taken by the Finance Committee in its 11th meeting held on 30.6.2007 as per details mentioned in the agenda item 13.2.

The Finance Committee, however, desired that final action taken in respect of the agenda items 11.7, 11.10 to 11.12, 11.14 to 11.19 and 11.21 to 11.22 may be intimated to the Finance Committee in its next meeting.

Item 13.3 To note follow up action taken on the 12th meeting of the Finance Committee held on 15.10.2007.

The FC noted action taken on its 12th meeting held on 15.10.2007.

Item 13.4 To consider re-appropriation of funds under Non-plan Grant for the year 2007-08.

The Finance Committee approved re-appropriation of funds under various heads of accounts under the Non-plan Budget for the year 2007-08 as per details furnished in the agenda item 13.4.

Item 13.5 To consider amendments in existing Stores & Purchase Rules of the National Institute Of Technology, Kurukshetra.

The Finance Committee noted that amendments proposed in the existing Stores & Purchase Rules of the Institute are in consonance with the General Financial Rules/Manual on Policies & Procedures for purchase of goods.

The FC recommended to the Board that the amendments in the existing Stores and Purchase Rules as per details furnished as in the agenda item 13.5 be approved.



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Item 13.6 To consider conducting Audit of the Institute by External Agency/Auditors Empanelled/Registered with the AG(Audit)/CAG.

The Finance Committee recommended to the Board that M/s Vikas Sanjeev & Associates, Kurukshetra be engaged Auditors to carry out internal audit quarterly for the last quarter of the current financial year i.e. 1st Jan., 2008 to 31st March, 2008 and for the next financial year i.e. 1st April 2008 to 31st March, 2009 on payment of Rs. 7150/- (Rupees seven thousand one hundred fifty only) per quarter. This arrangement will take place with immediate effect.

Item 13.7 To note action taken by the Chairman, BOG for re-allocation of TEQIP funds.

The FC noted action taken by the Hon'ble Chairman, Board of Governors in approving the Revised Programme Life Allocation under TEQIP as per details furnished in the agenda item 13.7.

Item 13.8 To consider interest free wheat loan of Rs. 5000/- to Class-III and Class-IV employees of our Institute during the Financial year 2008-09.

The FC recommended that the proposal for introduction of the wheat loan to Class-III and Class-IV employees of the Institute be referred to the Ministry of Human Resource Development for approval.

Item 13.9 To note outstanding audit objections appearing in the inspection report for the year 2006-07.

The FC noted the status of outstanding audit objections as per details furnished in the agenda item 13.9.

The FC expressed its satisfaction over the state of affairs of accounts in the Institute and desired to put its appreciation on record.



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Item 13.10 To consider enhancement of the fee under Students related activities.

The FC recommended to the Board that the Students Fund be charged @ Rs. 7000/- (Rupees seven thousand only) per annum from each UG and PG student from the coming academic year 2008-09(in two installments).

Item 13.11 To consider enhancement in sitting allowance to the Hon'ble Members of BOG, Senate, FC, B&WC and External Experts of various Selection Committees.

The FC did not agree to increase sitting allowance for Members of the Board of Governors, Senate, Finance Committee, Building & Works Committee and External Experts of various Selection Committees.

Item 13.12 To consider transfer of New Pension Fund to the Central Recordkeeping Agency (CRA) for managing the accounting, recordkeeping, database and other operational aspects.

The FC recommended to the Board that the accumulation under the New Pension Scheme duly reconciled be transferred to the Pension Fund Regulatory and Development Authority (PFRDA) as per guidelines received from the Govt. of India. In case of any clarification, the Integrated Finance Division of the MHRD may be consulted.

Tabled Items:

Item 13.13 To consider & ratify the minutes of 9th meeting of the Building & Works Committee of National Institute of Technology, Kurukshetra held on 17.03.2008.

The FC ratified the minutes of the 9th meeting of the Building & Works Committee held on 17.3.2008 as per details furnished in the agenda item 13.13.

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Item 13.14 To consider engagement of Senior Medical Officer and Lady Medical Officer in the Health Centre of the Institute on contract basis.

The FC desired that Dr. D S Saini be engaged as Senior Medical Officer at consolidated salary of Rs. 41,000/- p.m. for 6 months w.e.f. 1.3.2008 to 31.8.2008 or till further orders whichever may be earlier and in the meantime efforts be made to have a Doctor with M.D. Medicines qualifications on deputation from the Health Department, Govt. of Haryana .

The FC further desired that services of Dr. Sushma Saini may also be requisitioned from the Health Department, State Govt. of Haryana on deputation basis.

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

RP 7/4/2008

**(R P S Lohchab)
Registrar & Member-Secretary**

Item 14.8 To consider and ratify minutes of 14th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 24.6.2008

The minutes of the 14th meeting of the Finance Committee of National Institute of Technology, Kurukshetra held on 24.6.2008 under the Chairmanship of the Chairman, Board of Governors & Finance Committee at Kurukshetra are enclosed at Appendix **IV** (pages **45** to **49**). The agenda of the Finance Committee is enclosed as Annexure to Item **14.8** with the main agenda of the Board meeting.

The Board of Governors may ratify the minutes of the 14th meeting of the Finance Committee held on 24.6.2008.

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APPENDIX-IV

**Minutes of 14th meeting of the Finance Committee,
NIT, Kurukshetra held on 24.6.2008 at 2.30 p.m. in the NIT Transit House
(Guest House) A-1, 267 Safdarjung Enclave, New Delhi-110029**

PRESENT

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|----|---|-----------------|
| 1. | Sh. C. B. Mathur,
Hon'ble Chairman, Board of Governors
& Finance Committee,
NIT, Kurukshetra
B-35, Shyam Nagar,
Jaipur-302 019 (Rajasthan) | In Chair |
| 2. | Sh. Madan Mohan,
Director (NITs),
Government of India,
Ministry of Human Resource Development,
Department of Higher Education,
Shastri Bhawan ,
New Delhi -110001 | Member |
| 3. | Sh. B K Ray
Assistant Financial Advisor,
Representative of the
Director (Finance)
(Integrated Finance Division)
Govt. of India,
Ministry of Human Resource Development,
Deptt. of Higher Education ,
Shastri Bhawan,
New Delhi- 110 001. | Member |
| 4. | Dr. Ashok Kumar Arora,
Director/Principal,
YMCA, Faridabad.
Representative of
Sh. Ajit M. Sharan, IAS,
Financial Commissioner & Principal Secretary,
Govt. of Haryana,
Technical Education Department,
New Civil Sectt. Haryana,
Sector – 17, Chandigarh. | Member |

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| 5. | Dr. M. N. Banyopadhyay,
Director,
NIT, Kurukshetra | Director-Member |
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| 6. | Sh. R. P. S. Lohchab,
Registrar,
NIT, Kurukshetra | Member-Secretary |

Prof. Surendra Prasad, Director, IIT, Delhi and Sh. S P Sharma, IAS, Financial Commissioner & Principal Secretary to Govt. of Haryana, Finance Deptt., Haryana Civil Sectt., Chandigarh could not attend the meeting.

Before the agenda was taken up, Sh. R. P. S. Lohchab, Registrar & Member-Secretary extended hearty welcome to the Hon'ble Chairman, Board of Governors & Finance Committee, Worthy Director, NIT, Kurukshetra and other members of the Finance Committee present in the meeting.

The Finance Committee made recommendations/took decisions as under:

Item 14.1 To confirm the minutes of 13th meeting of the Finance Committee, National Institute of Technology, Kurukhetra held on 29.03.2008.

The Finance Committee confirmed the minutes of the 13th meeting of the Finance Committee held on 29.03.2008. The FC, however, desired that the promotions made in respect of Sh. S. N. Kaushik and Sh. D.K. Kaushik be treated as provisional till ex-post facto approval of the MHRD is received.

The FC noted action taken on the agenda items 11.7, 11.10 to 11.12, 11.14 to 11.19 and 11.21 to 11.22 of the 11th meeting held on 30.6.2007.

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Item 14.2 To consider the rate of interest on C.P.F. balances of the subscribers for the period from 1.4.2008 to 31.3.2009.

The Finance Committee recommended to the Board that interest on CPF balances of the subscribers of NIT, Kurukshetra be paid for the period 1.4.2008 to 31.3.2009 at the rate notified by the Central Government.

The FC desired that there was no need to place this matter before the FC every year because the interest on CPF balances has to be paid as per Central Government notifications issued from time to time.

Item 14.3 To consider opening an account in the HDFC Bank for Foreign Exchange purposes.

The Finance Committee decided that quotations be obtained from both HDFC Bank, Kurukshetra and ICICI Bank, Kurukshetra and then the Director may take final decision in opening an account for foreign exchange purposes in any one of these two banks.

Items 14.4 To note action taken by the Chairman, Board of Governors regarding engagement the external agency for the purpose of Internal Audit.

The Finance Committee noted action taken by the Hon'ble Chairman, Board of Governors in engaging M/s Rakesh Dhall & Associates, Chartered Accountants, Kurukshetra for the internal audit of the Institute for the period w.e.f. 1.4.2008 to 31.3.2009 with quarterly charges of Rs. 11,000/- (Rupees eleven thousand only).

Item 14.5 To consider payment of EPF, Service Charges and Service Tax etc. to the Labour Contractor being engaged by the Institute.

The Finance Committee advised that the Institute should first identify the kind of work such as sweeping/cleaning, security, grass cutting, maintenance of hostels/instructional buildings/residences and other jobs and manpower monthly required.

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Then fresh quotations for the said work be floated mentioning therein that the labour contractor needed by the Institute will be required to provide manpower and render services for the said work and he will be paid lump-sum monthly wages for each labour which will include wages as per D.C., Kurukshetra notification and other essential charges as per rules. There will be no legal liability of the Institute whatsoever, after the wages are released to the labour contractor so hired.

Item 14.6 To consider amendment in the Consultancy Rule.

The Finance Committee recommended to the Board that remuneration of office staff be allowed @ 40% of salary instead of existing 35% during a financial year on account of consultation/testing work.

Item 14.7 To consider pay scale of Rs. 5000-7850 to the Junior Storekeepers w.e.f. 01.01.1996.

The matter was deferred. In the meantime the Institute may do exercise on the non-teaching staff rationalization as per Govt. of India instructions already issued.

Item 14.8 To consider and approve the Annual Accounts of the National Institute of Technology, Kurukshetra for the year 2007-08.

The Finance Committee considered and approved the Annual Accounts of the Institute for the year 2007-08 for verification / certification by the Accountant General (Audit), Haryana.

Item 14.9 To wave off items worth Rs. 6,990/- found missing while taking over the possession of Apollo Canteen from Sh. Kewala Nand Pandey, Ex-Canteen Contractor.

The Finance Committee recommended to the Board that Rs. 6990/- (Rupees six thousand nine hundred ninety only) outstanding against Sh. Kewala Nand Pandey, Ex-Canteen Contractor be waved off as per details furnished in the agenda item 14.9.

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Item 14.10 To review the case of realization of penal rent from Sh. Balbir Singh from 12.7.1988 to 21.2.1991.

The Finance Committee observed that earlier Sh. Balbir Singh, Assistant was required to pay a sum of Rs. 21,651/- for the period 12.7.1988 to 21.2.1991 as per old penal rent prevalent at that time and now the market rent proposed to be recovered from him in pursuance of the decision taken by the Board of Governors in its 9th meeting held on 25.2.2006 comes to Rs. 29,035/- which causes hardship to Sh. Balbir Singh. Accordingly the FC recommended to the Board that the earlier penal rent i.e. Rs. 21651/- be recovered from Sh. Balbir Singh.

The FC further decided that the matter be not placed before the FC/BOG again and again.

Any other Item:

The Registrar and Member-Secretary brought to notice of the FC that the present Ambassador Car being used by the Director is not giving proper required services as it is quite old and it has already covered more than 1,25,000 kms. Hence the Director needs a new car immediately. The FC agreed that a new car TATA INDIGO GLX be purchased out of Institute Development Fund (Consultancy) without any financial liability to the Central Government.

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

Sd/-

**(R P S Lohchab)
Registrar & Member-Secretary**

Item 14.9 To consider and approve the minutes of the 11th meeting of the Senate, National Institute of Technology, Kurukshetra held on 8.2.2008.

The minutes of the 11th meeting of the Senate of National Institute of Technology, Kurukshetra held on 8.2.2008 under the Chairmanship of Director, NIT, Kurukshetra are enclosed as Appendix- v pages 51 to 58.
The agenda of the 11th meeting of the Senate is enclosed as Annexure to Item 14.9.

The Board of Governors may consider and approve these minutes.

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Minutes of the 11th meeting of the Senate, National Institute of Technology,
Kurukshetra held on Friday, 8th February, 2008 at 4.00 PM in the Senate Hall,
NIT, Kurukshetra

The following were present

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| 1. | Dr. M.N.Bandyopadhyay
Director
NIT, Kurukshetra | Chairman |
| 2. | Shri. S.P. Mahi
30/Type V
Railway Enclave
San Martin Marg
Chankya Puri, New Delhi-21 | Member |
| 3. | Dr. R K Bansal
Professor, Civil Engineering Department
& Dean(Academic)
NIT, Kurukshetra | Member |
| 4. | Dr. T K Garg
Professor, Mech. Engg.Deptt.
NIT, Kurukshetra | Member |
| 5. | Dr. S P Jain
Professor
Electrical Engineering Department
& Dean (P&D)
NIT, Kurukshetra | Member |
| 6. | Dr. V K Arora
Professor, Civil Engineering Department
& PTSW
NIT, Kurukshetra | Member |
| 7. | Dr. V K Sehgal
Professor & Chairman
Civil Engineering Department
NIT, Kurukshetra | Member |

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| 8. | Dr. S K Sharma
Professor
Mechanical Engineering Department,
& Dean (Estate, Constn & Elect. Mtc.)
NIT, Kurukshetra | Member |
| 9. | Dr. K S Kasana
Professor & Chairman
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 10. | Dr. K B Singh
Professor
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |
| 11. | Dr. A Swarup
Professor & Chairman
Electrical Engineering Department
NIT, Kurukshetra | Member |
| 12. | Dr. S K Chakarvarti
Professor & Chairman
Physics Department
NIT, Kurukshetra | Member |
| 13. | Dr. D V Singh
Professor & Chairman
Mathematics Department
NIT, Kurukshetra | Member |
| 14. | Dr. D.K. Soni
Professor
Civil Engineering Department
& Chief Warden (Boys' Hostels)
NIT, Kurukshetra | Member |
| 15. | Dr. Kuldeep Kumar
Professor
Mathematics Department & C.O.E
NIT, Kurukshetra | Member |
| 16. | Dr. S.S.Rattan
Professor
Mechanical Engineering Deptt.
NIT, Kurukshetra | Member |

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| 17. | Dr. K.S.Sandhu
Professor & Proctor
Electrical Engineering Deptt.
NIT, Kurukshetra | Member |
| 18. | Dr. Sudhir Kumar
Professor
Mechanical Engineering Department
NIT Kurukshetra | Member |
| 19. | Dr. Baldev Setia
Professor
Civil Engineering Department
& Prof. In-charge (Acad. Affairs) & Senate
NIT, Kurukshetra | Member |
| 20. | Dr. Rajender Kumar
Professor & Chairman
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |
| 21. | Dr. Brahmjit Singh
Professor & Chairman
Electronics & Comm Engg Department
NIT, Kurukshetra | Member |
| 22. | Dr. Diwan Singh
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 23. | Dr. S.K. Madan
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 24. | Dr. H.K. Sharma
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 25. | Dr. (Ms) Lillie Dewan
Professor
Electrical Engineering Department
NIT, Kurukshetra | Member |

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| 26. | Dr. S.N. Sachdeva
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 27. | Dr. Dixit Garg
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 28. | Dr. S.K. Mahna
Professor
Physics Department
NIT, Kurukshetra | Member |
| 29. | Dr. B.K. Kaushik
Professor
Physics Department
NIT, Kurukshetra | Member |
| 30. | Dr. J.K. Quamara
Professor
Physics Department
NIT, Kurukshetra | Member |
| 31. | Dr. P.J. Philip
Professor
Hum. & Social Sciences Department
NIT, Kurukshetra | Member |
| 32. | Dr. (Mrs.) Ratna Dahiya
Asstt. Professor
Electrical Engineering Department
& Chief Warden (Girls' Hostels)
NIT, Kurukshetra | Member |
| 33. | Dr. D.P. Singh
Assistant Professor & Chairman
Chemistry Department
NIT, Kurukshetra. | Member |
| 34. | Dr. A.K. Singh
Asstt. Professor & Chairman
Computer Engineering Department
NIT, Kurukshetra | Member |

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| 35 | Sh.R.P.S Lohchab
Registrar & Member Secretary, Senate
National Institute of Technology
Kurukshetra. | Member-Secretary |
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Shri Ravi Jaidka, President, Indian Sugar & Gen. Engg. Corporation, Yamuna Nagar expressed his inability to attend the meeting.

The following members also could not attend the meeting:

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| 1. | Prof. C.V. Ramakrishnan
Professor
Department of Applied Mechanics
Indian Institute of Technology
New Delhi-110016 | Member |
| 2. | Dr. Mrs. Renu Bhargava
Professor
Civil Engineering Department
Indian Institute of Technology
Roorkee (Utrakhand) | Member |
| 3. | Dr. R.L. Sharma
Professor
Civil Engineering Department
National Institute of Technology
Hamirpur. (HP) | Member |
| 4. | Dr. M.L. Kothari
Professor
Electrical Engineering Department
Indian Institute of Technology
Hauz Khas, New Delhi. 110 016 | Member |
| 5. | Er. Mukesh Gulati
Sr. Cluster Development Adviser
United Nations Industrial Development Organization
USO House, USO Road
6 Special Institutional Area
New Delhi. 110067 | Member |
| 6. | Shri Adesh Gupta
Chief Executive Officer
Liberty Group of Industries
Karnal | Member |

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| 7. | Dr. Ranjit Singh
Director
Netaji Subhash Institute of Technology
Azad Hind Fauj Marg, Sector-3, Dwarka
New Delhi | Member |
| 8. | Dr. A K Gupta
Professor
Electronics & Communication Engg. Deptt.
NIT, Kurukshetra | Member |
| 9. | Dr. R.C. Bhattacharjee
Professor
Civil Engineering Department
& Chairman, Business Administration Deptt.
NIT, Kurukshetra | Member |
| 10. | Dr. N.K. Gupta
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 11. | Dr. R.S. Bhatia
AP, EED & Chairman
Deptt. of Computer Application
NIT, Kurukshetra | Member |
- Item 11.1 To confirm the minutes of the 10th meeting of the Senate held on 29.11.2007.**
- The Senate confirmed the minutes of its 10th meeting held on 29.11.2007 as circulated to all the members of Senate and as enclosed as Appendix 11.1 to the agenda item.
- Item 11.2 To note the Action Taken Report on the minutes of the 10th meeting of the Senate held on 29.11.2007**
- The Registrar and Member-Secretary intimated the house that action taken on the minutes of the 10th meeting of the Senate held on 29.11.2007 will be reported to the Senate in its next meeting.

The house noted the same.

- Item 11.3 To consider approval for students to be awarded degrees in the 5th Convocation scheduled to be held on 10th February, 2008**

The Senate considered and approved the award of degrees to the graduates of B.Tech, M.Tech and Ph.D in the 5th Convocation scheduled to be held on 10th February, 2008 as detailed in the agenda item 11.3 and supplementary agenda item 11.3(a).

The Senate also noted that during this Convocation, the Institute for the first time will be awarding the degree of Doctor of Philosophy.

- Item 11.4: To apprise the Senate of the launch of OPJEM (O.P Jindal Engineering and Management) scholarships for the year 2007**

The Senate noted and approved the launching of OPJEM (O.P Jindal Engineering and Management) scholarships and also noted the recipients of the scholarship for the year 2007.

- Item 11.5 To consider the approval for the students to be awarded Medals, Mementoes and Certificates in the 5th Convocation scheduled to be held on 10th February, 2008**

The Senate considered and approved the award of various Medals, Mementoes and Certificates to the B.Tech students as detailed in the agenda item 11.5.

- Item 11.6 To apprise the Senate of the agenda and decisions taken in 13th and 14th meetings of Standing Committee on Senate Affairs (SCSA) and to consider the same**

The Registrar and Member-Secretary, Senate intimated the house that during the period between 10th meeting of Senate to the present (11th) meeting of the Senate, two meetings 13th & 14th of Standing Committee on Senate Affairs were held on 4.1.2008 and 17.1.2008 respectively. The minutes of the meetings had already been duly circulated to the all the members of the Senate by Professor Incharge (Academic Affairs & Senate) which had been appended along with the agenda item 11.6.

The Senate approved the minutes of the 13th and 14th SCSA meetings.

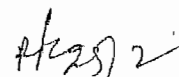
Item 11.7: To consider the request from B.Tech students for abolishment of Block System and to introduce re-evaluation of answer sheets

The request of B.Tech students for abolishment of 'Block System' and to introduce re-evaluation of answer sheets was discussed the house authorized the Director to constitute a Committee to look into the request made by the students. The recommendations to be made by the Committee will be brought back to the Senate for its approval.

Item 11.8: Any other item

- (i) Under any other item, Dr. S.K Chakarvarti, Chairman, Physics Department pointed out that the details of the MoU signed with the Concordia University, Montreal, Canada should be circulated in the Institute. The Director informed that the MoU as signed has since been circulated in all Departments. The broader details of the MoU are being worked out. In the meantime faculty members could send their suggestions to the Director regarding implementation of the MoU.
- (ii) Dr. Diwan Singh, Professor, Civil Engg. Department was permitted by the Chair to raise a point regarding the basis for change of branch after the completion of B.Tech (1st Year). After brief discussion, it was decided to look into the details of the criteria and to suggest an alternative mode. This was to be done by the Academic Section.

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



(R.P.S Lohchab)

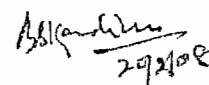
Registrar & Member Secretary, Senate

Approved



(M.N. BANDYOPADHYAY)

Director and Chairman, Senate



Item: 14.10 To consider and approve recommendations of the Screening Committee relating to screening of the non-teaching staff at the age of 58 years

The Government of India, Ministry of Human Resources Development vide their letter No. F.20-11/2003-TS.III dated 12.11.2003 decided that the non-teaching staff of all NITs shall be allowed to serve up to the age of 60 years subject to their fulfilling the provision of screening beyond 58 years of age.

The Board of Governors approved the enforcement of service rules regarding retirement age in their 6th meeting held on 30.09.2004. Accordingly Screening Committee meeting was held on 7th April, 2008 for screening of 07 non-teaching employees of the Institute. The recommendations of the Screening Committee are contained in Appendix VI pages 60 to 65.

The Screening Committee has found all non-teaching employees fit and have recommended their continuation in service upto the age of 60 years.

The Board may consider and approve the said recommendations.

Ref. File No. GA-II/192

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

Subject: Screening of the non-teaching Class-III & IV employees of Accounts Section, NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 07.04.2008 at 10.30 am in the Board Room of the Institute.

Present: -

- | | | |
|----|---|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Dr. R.K. Bansal, Professor,
Civil Engg. Deptt., NIT Kurukshetra | Member |
| 3. | Dr. S.P. Jain, Professor,
Elect. Engg. Deptt., N.I.T Kurukshetra | Member |
| 4. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |
| 5. | Sh. S.K. Sharma, Asstt. Registrar (Acs.)
N.I.T, Kurukshetra | Member |

The following officials appeared before the Screening Committee: -

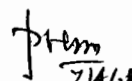
Sr. No.	Name & Designation	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
	Shri			
1.	T.R. Aggarwal, Deputy Supdt.	12.02.1951	28.02.2009	28.02.2011
2.	Jai Singh, Dafti	06.01.1951	31.01.2009	31.01.2011

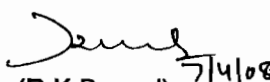
The Committee screened the records of the officials & their ACRs for the last three years and made recommendations as under:-


The above officials have been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.


(S K Sharma) 7/4/08


(RPS Lohchab)


(S P Jain) 7/4/08


(R K Bansal) 7/4/08


(M N Bandyopadhyay)

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

Subject: Screening of the non-teaching Class-III employee of Academic Section, NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 07.04.2008 at 10.30 am in the Board Room of the Institute.

Present: -

- | | | |
|----|---|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Dr. R.K. Bansal, Professor,
Civil Engg. Deptt., NIT Kurukshetra | Member |
| 3. | Dr. S.P. Jain, Professor,
Elect. Engg. Deptt., N.I.T Kurukshetra | Member |
| 4. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |

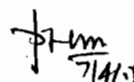
The following official appeared before the Screening Committee: -

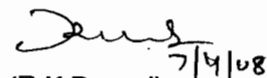
Sr. No.	Name & Designation	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
1.	Ms. Swarn Chawla, Assistant	11.10.1950	31.10.2008	31.10.2010

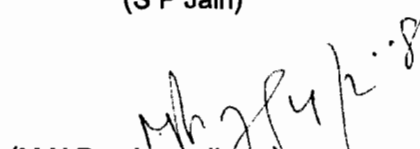
The Committee screened the records of the official & her ACRs for the last three years and made recommendations as under:-

The above official has been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.


(RPS Lohchab)


(S P Jain)


(R K Bansal)


(M N Bandyopadhyay)

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

Subject: Screening of the non-teaching Class-III employee of Computer Engg. Deptt., NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 07.04.2008 at 10.30 am in the Board Room of the Institute.

Present: -

- | | | |
|----|---|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Dr. R.K. Bansal, Professor,
Civil Engg. Deptt., NIT Kurukshetra | Member |
| 3. | Dr. S.P. Jain, Professor,
Elect. Engg. Deptt., N.I.T Kurukshetra | Member |
| 4. | Dr. A.K. Singh, Chairman
Computer Engg. Deptt, NIT, Kurukshetra | Member |
| 5. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |


The following official appeared before the Screening Committee: -

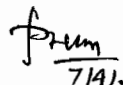
Sr. No.	Name & Designation	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
1.	Shri Mahabir Singh, Clerk	30.10.1950	31.10.2008	31.10.2010

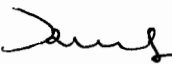
The Committee screened the records of the official & his ACRs for the last three years and made recommendations as under:-

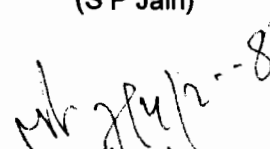
The above official has been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.


(RPS Lohchab)


(A K Singh)


(S P Jain)


(R K Bansal) 7/4/08


(M N Bandyopadhyay)

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

Subject: Screening of the non-teaching Class-III employee of Civil Engg. Deptt., NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 07.04.2008 at 10.30 am in the Board Room of the Institute.

Present: -

- | | | |
|----|---|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Dr. R.K. Bansal, Professor,
Civil Engg. Deptt., NIT Kurukshetra | Member |
| 3. | Dr. S.P. Jain, Professor,
Elect. Engg. Deptt., N.I.T Kurukshetra | Member |
| 4. | Dr. V.K. Sehgal, Chairman
Civil Engg. Deptt, NIT, Kurukshetra | Member |
| 5. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |

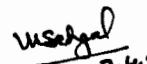
The following official appeared before the Screening Committee: -

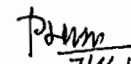
Sr. No.	Name & Designation	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
1.	Shri Raghubir Singh, Technician Grade-A	19.01.1951	31.01.2009	31.01.2011

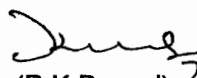
The Committee screened the records of the official & his ACRs for the last three years and made recommendations as under:-

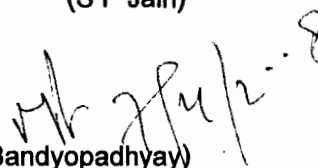
The above official has been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.


(RPS Lohchab)


(V K Sehgal)


(S P Jain)


(R K Bansal) 7/4/08


(M N Bandyopadhyay)

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

Subject: Screening of the non-teaching Class-III employee of Library, NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 07.04.2008 at 10.30 am in the Board Room of the Institute.

Present: -

- | | | |
|----|---|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Dr. R.K. Bansal, Professor,
Civil Engg. Deptt., NIT Kurukshetra | Member |
| 3. | Dr. S.P. Jain, Professor,
Elect. Engg. Deptt., N.I.T Kurukshetra | Member |
| 4. | Dr. Krishan Gopal, Librarian
NIT, Kurukshetra | Member |
| 5. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |

The following official appeared before the Screening Committee: -

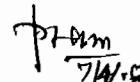
Sr. No.	Name & Designation	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
1.	Shri Arjun Singh, Restorer	09.01.1951	31.01.2009	31.01.2011

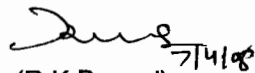
The Committee screened the records of the official & his ACRs for the last three years and made recommendations as under:-

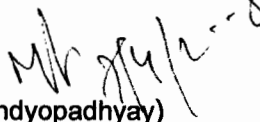
The above official has been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.


(RPS Lohchab)


(Krishan Gopal)


(S P Jain)


(R K Bansal)


(M N Bandyopadhyay)

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

Subject: Screening of the non-teaching Class-IV employee of Estate Section, NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 07.04.2008 at 10.30 am in the Board Room of the Institute.

Present: -

- | | | |
|----|---|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Dr. R.K. Bansal, Professor,
Civil Engg. Deptt., NIT Kurukshetra | Member |
| 3. | Dr. S.P. Jain, Professor,
Elect. Engg. Deptt., N.I.T Kurukshetra | Member |
| 4. | Dr. S.K. Sharma, Dean (E, EM & C)
NIT, Kurukshetra | Member |
| 5. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |

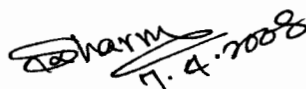
The following official appeared before the Screening Committee: -


Sr. No.	Name & Designation	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
1.	Shri Krishan Ram, Mali	05.10.1950	31.10.2008	31.10.2010

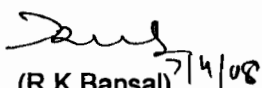
The Committee screened the records of the official & his ACRs for the last three years and made recommendations as under:-

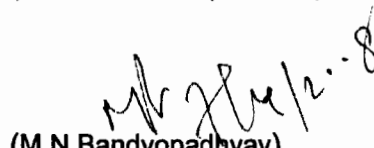
The above official has been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.


(RPS Lohchab)


(S K Sharma)


(S P Jain)


(R K Bansal)


(M N Bandyopadhyay)

Item: 14.11 To consider and approve recommendations of the Screening Committee relating to screening of the non-teaching staff at the age of 58 years

The Government of India, Ministry of Human Resources Development vide their letter No. F.20-11/2003-TS.III dated 12.11.2003 decided that the non-teaching staff of all NITs shall be allowed to serve up to the age of 60 years subject to their fulfilling the provision of screening beyond 58 years of age.

The Board of Governors approved the enforcement of service rules regarding retirement age in their 6th meeting held on 30.09.2004. Accordingly Screening Committee meeting was held on 10th December, 2008 for screening of 05 non-teaching employees of the Institute. The recommendations of the Screening Committee are contained in Appendix VII pages 67 to 69.

The Screening Committee has found all non-teaching employees fit and have recommended their continuation in service upto the age of 60 years.

The Board may consider and approve the said recommendations.

Ref. File No. GA-II/192

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136 119

APPENDIX-VII

Subject: Screening of the non-teaching Class-III employee of Academic Section, NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 10.12.2008 at 3.00 pm in the Board Room of the Institute.

Present: -

- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Sh. Prashant Garg,
Dy. Registrar (Estt.), IIT, Roorkee
(Representative of Registrar)
IIT, Roorkee | Member |
| 3. | Dr. R.K. Bansal, Professor,
and Dean (Academic)., NIT Kurukshetra | Member |
| 4. | Dr. S.K. Sharma, Professor,
and Dean (E, EM & C), N.I.T Kurukshetra | Member |
| 5. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |

The following official appeared before the Screening Committee: -

Sr. No.	Name & Designation	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
1.	Shri Tara Chand, Assistant	07.05.1951	31.05.2009	31.05.2011

The Committee screened the records of the official & his ACRs for the last three years and made recommendations as under:-

The above official has been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.

sh. Tara Chand.

RPS
10/12/08
(RPS Lohchab)

Sharma
10.12.08
(S K Sharma)

Bansal
10/12/08
(R K Bansal)

A
11/12/08
(Prashant Garg)

M N Bandyopadhyay
10/12/2008
(M N Bandyopadhyay)

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

Subject: Screening of the non-teaching Class-IV employees of Estate Section, NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 10.12.2008 at 3.00 pm in the Board Room of the Institute.

Present: -

- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Sh. Prashant Garg,
Dy. Registrar (Estt.), IIT, Roorkee
(Representative of Registrar)
IIT, Roorkee | Member |
| 3. | Dr. R.K. Bansal, Professor,
and Dean (Academic)., NIT Kurukshetra | Member |
| 4. | Dr. S.K. Sharma, Professor,
And Dean (E, EM & C), N.I.T Kurukshetra | Member |
| 5. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |

The following officials appeared before the Screening Committee:-

Sr. No.	Name & Designation	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
	Ms.			
1.	Milap Chand, Chowkidar (Working as APD)	02.05.1951	31.05.2009	31.05.2011
2.	Raj Kumar, Chowkidar (Working as APD)	12.10.1951	31.10.2009	31.10.2011

The Committee screened the records of the officials & their ACRs for the last three years and made recommendations as under:-

The above officials have been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.

1. Sh. Milap Chand
2. Sh. Raj Kumar
RPS 10/12/08 (RPS Lohchab)
S K Sharma 10/12 (S K Sharma)
R K Bansal 10/12/08 (R K Bansal)

(Prashant Garg)

(M N Bandyopadhyay)

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

Subject: Screening of the non-teaching Class-IV employees of Watch & Ward Section, NIT, Kurukshetra on attaining the age of 58 years. The Screening Committee Meeting held on 10.12.2008 at 3.00 pm in the Board Room of the Institute.

Present: -

- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay,
Director, NIT Kurukshetra | Chairman |
| 2. | Sh. Prashant Garg,
Dy. Registrar (Estt.), IIT, Roorkee
(Representative of Registrar)
IIT, Roorkee | Member |
| 3. | Dr. R.K. Bansal, Professor,
and Dean (Academic), NIT Kurukshetra | Member |
| 4. | Dr. S.K. Sharma, Professor,
And Dean (E, EM & C), N.I.T Kurukshetra | Member |
| 5. | Sh. R.P.S. Lohchab, Registrar,
N.I.T, Kurukshetra | Member |
| 6. | Sh. Zile Singh, Prof. I/c (Security & Cleanliness)
NIT, Kurukshetra | Member |


The following officials appeared before the Screening Committee:

Sr. No.	Name & Designation Shri/Ms	Date of Birth	Date on which employee will attain the age of 58 years (up to 31.3.08)	Date of retirement on attaining the age of 60 years
1.	Lizza Ram, Chowkidar	30.07.1951	31.07.2009	31.07.2011
2.	Anguri Devi, Sweeper	15.08.1951	31.08.2009	31.08.2011


The Committee screened the records of the officials & their ACRs for the last three years and made recommendations as under:-

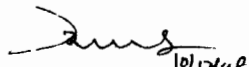
The above officials have been found fit for extension beyond the age of 58 years for continuation in service up to the age of 60 years.

1. Sh. Lizza Ram
2. Smt. Anguri Devi.

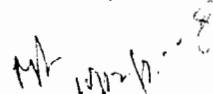

(Zile Singh) 10/12/2008


(RPS Lohchab)


(S K Sharma) 10/12


(R K Bansal) 10/12/08


(Prashant Garg) 10/12/08


(M N Bandyopadhyay)

Item 14.12 To ratify the action taken by the Chairman in introducing the position of Dean(Students Welfare and Training & Placement) in the Institute.

The Board of Governors of the Institute in its 72nd meeting held on 4.11.1988 created three positions of Deans in the Institute viz. i) Dean(P&D), ii) Dean(Academic & Students Affairs) and iii) Dean (Administration). The Board further decided that the Principal (now Director) may appoint 1, 2 or 3 Deans as deemed fit and allocate duties/ delegate powers to them.

In the year 2006 it was felt that there was no need of the Dean(Administration) and hence a position of Dean(Estate, Elect. Maintenance and Constructions) was introduced in the Institute with the approval of the Hon'ble Chairman, Board of Governors. The action taken in this regard was ratified by the Board of Governors in their 10th meeting held on 28.4.2006.

On account of increase in intake of the students and other overall activities of the Institute it has been felt that there should be a position of Dean(Students Welfare and Training & Placement) in the Institute so that various activities of the students welfare are looked after in more effective manner.

The matter was, therefore, put up to the Chairman, Board of Governors proposing therein that a position of Dean(Students Welfare and Training & Placement) may be introduced in the Institute on the terms as applicable to other Deans. The new Dean will handle the following affairs relating to the students:-

- i) Training & Placement
- ii) Students Welfare
- iii) Proctorial matters
- iv) Various clubs activities (existing position of President Clubs will continue)
- v) Sports (existing position of President Sports will continue)

As mentioned above the President Clubs and the President Sports will continue to work as such under overall control of the Dean(Students Welfare and Training & Placement). The new Dean will be appointed from amongst Senior Professors.

The Hon'ble Chairman was kind enough to approve the proposal submitted by the Institute.

The matter is placed before the Board to ratify the action taken by the Chairman in creating the additional position of Dean(Students Welfare and Training & Placement) in the Institute.

Item:14.13 To create post of Dean (Administration) to assist the Director in day to day administration of the Institute

The Ministry of Human Resource Development (Department of Education), New Delhi vide their letter No. F.20016/2/88-T-4 dated 11.03.1988 desired that all the Principals of the RECs in the country to place the decision arrived at the 9th meeting of the Principals of the RECs held on 15.02.1988 at New Delhi regarding introduction of Deanship, before their respective Board of Governors. As per the decision taken in the 9th meeting of the Principals, 3 or 4 positions of the Deans may be created for each RECs by their respective Boards. Keeping in view these instructions of MHRD, the matter was placed before the BOG in its 72nd meeting held on 04.11.1988. The Board decided as under:

The Board of Governors of the Institute in its 72nd meeting held on 04.11.1988 created three positions of Deans in the Institute viz: (i) Dean (P&D), (ii) Dean (Academic & Students Affairs) and (iii) Dean (Administration) on the following terms:

- (i) Deans will be appointed from amongst the senior Professors by the Principal.**
- (ii) Deans will not concurrently, hold the office of Chairman of the Departments. They will, however, continue as Professors in their Departments and their teaching load will be equal to that of the Chairman of the Department.**
- (iii) The term of office of the Deans will be three years.**
- (iv) There shall be no extra remuneration attached to the position of Deans.**
- (v) The Deans will be provided secretarial assistance and external telephone facilities.**

The Board further decided that the Principal (now Director) may appoint 1,2 or 3 Deans as deemed fit and allocate duties / delegate powers to them.

However, the Board of Governors in its 10th meeting held on 28.04.2006 decided as under: -

“The Board ratified the action taken by the Chairman, Board of Governors in re-designating the position of Dean (Administration) to that of Dean (Estate, Electrical Maintenance and Construction) taking into consideration the considerable increased in the work load pertaining to Estate, Construction and Electrical Maintenance.”

Further, on account of increase in intake of the students and other overall activities of the Institute, it was felt that there should be a position of Dean (Students Welfare and Training & Placement) in the Institute so that various activities of the students welfare are looked after in more effective manner.

The matter was, therefore, put up to the Chairman, Board of Governors proposing therein that a position of Dean (Students Welfare and Training & Placement) may be introduced in the Institute on the terms as applicable to other Deans. The new Dean will handle the following affairs relating to the students:-

- (i) Training & Placement
- (ii) Students Welfare
- (iii) Proctorial matters
- (iv) Various clubs activities (existing position of President Clubs will continue)
- (v) Sports (existing position of President Sports will continue)

As mentioned above, the President Clubs and the President Sports will continue to work as such under overall control of the Dean (Students Welfare and Training & Placement). The new Dean will be appointed from amongst Senior Professors.

The Hon'ble Chairman was kind enough to approve the proposal submitted by the Institute. The action taken by the Chairman, BOG is being placed before the Board of Governors in this meeting vide another agenda item which may kindly be approved by the Board.

Furthermore, it is pertinent to mention here that under the Section 17 (2) of the National Institute of Technology Act, 2007, the Director is the Principal Academic and Executive Officer of the Institute and is responsible for the proper administration of the Institute and for the imparting of instruction and maintenance of discipline therein. However, due to tremendous increase in the administrative work load it has become difficult to the Director to discharge the administrative responsibility in a proper way. Hence, it has become necessary for the Director to share this responsibility with the senior Faculty of the Institute for the proper administration of the Institute as well as imparting instructions and maintaining discipline in the Institute. The Dean (Administration) will assist the Director in General, administrative and perform any other duty assigned to him by the Director. It is worth mentioning here that the position of Dean (Administration) exists in other NITs also.

In view of the above, the Institute may be allowed to create a position of Dean (Administration) in addition to above four Deans.

The matter is placed before the Board for consideration and order.

Item 14.14 To note action taken by the Chairman, Board of Governors regarding financial assistance for attending Conferences by faculty members in India and abroad.

The Board of Governors in its 12th meeting held on 25.4.2007 vide Item No. 12.44 considered the Institute proposal regarding financial assistance for attending Conferences by Faculty members in India and abroad.

“The Board decided as under:

- (i) The faculty members may be allowed to attend international conference abroad as per past practice with 100% financial assistance from TEQIP funds in terms of the decision of the Board taken in its 8th meeting held on 23.7.2005.
- (ii) The non-plan funds available in the normal budget may be utilized towards attending national/international conference(within India by the faculty as per rules of the Institute. Each teacher may be allowed to attend such conference once a year subject to availability of funds.”

Accordingly the faculty members were allowed financial assistance to attend the International Conference from TEQIP funds.

A sum of Rs. 3.00 lakhs and Rs. 0.50 lakhs(Rs. 3.50 lakhs) was available under Non-plan Funds for attending the International and National Conferences respectively to the faculty members during financial year 2008-09 under the non-plan Budget Head “Aid to Teachers”. As per past practice the Institute reverted back to utilize the non-plan grant during the financial year 2008-09 for providing assistance to the faculty members for attending the Conferences in India and abroad after taking permission from Hon’ble Chairman, BOG.

The action taken by the Chairman, BOG may be noted by the Board of Governors.

Item 14.15 To ratify action taken by the Director, NIT, Kurukshetra for re-allocation of TEQIP Funds.

We are in receipt of a letter from Prof. A.U. Digraskar, Central Project Advisor, National Project Implementation Unit, Noida regarding reduction in Programme Lifetime Allocation (copy enclosed) as Appendix – VIII from page 76 to 77; wherein it has been mentioned that Programme Lifetime Allocation of our Institute has been reduced from Rs. 190.000 million to Rs. 187.513 million and they have desired to submit the revised Programme Lifetime Allocation duly approved by the Board of Governors/Competent Authority. The revised allocation is appended as Appendix - IX from page 78 to 79.

Since the matter was urgent, the approval of the Director, NIT, Kurukshetra was obtained.

The Board of Governors may ratify the action taken by the Director in this regard.



राष्ट्रीय परियोजना कार्यान्वयन एकक

(भारत सरकार की तकनीकी शिक्षा हेतु विश्व बैंक सहायक परियोजना)

National Project Implementation Unit

(A GOVT. OF INDIA UNIT FOR WORLD BANK ASSISTED PROJECT FOR TECHNICAL EDUCATION)

PROF. A.U. DIGRASKAR
CENTRAL PROJECT ADVISOR

FM/MHRD/REALLOCATION/NIT/2008

11th December, 2008

Dear Dr Bandyopadhyay,

The Aide-Memoire of 9th JRM (point No. 15, page No. 9) called for reallocation of funds, keeping in view, the Institution's balance, interest earned, previous ability to effectively implement the softer components of the Project and realistic action plans. Accordingly, a proposal was prepared and sent to MHRD for their approval. A copy of the letter No.16-17/2006-TS VII dated 3rd December, 2008 received from MHRD giving the approval for reallocation of funds for TEQIP is enclosed.

It can be seen from the letter that the Lifetime Allocation for the NIT-Kurukshetra has been revised from Rs. 190.000 million to Rs. 187.513 million. This reallocation is on the Lifetime Allocation of the Project for the NIT. The interest earned continues to remain with the NIT-Kurukshetra incur expenditure related to Soft Components of TEQIP.

The NIT-Kurukshetra is advised to send the revised reallocation component-wise to NPIU by 23rd December, 2008 which, will be reflected in the data for the NIT in future including the Review Report to be prepared for the 10th JRM

With regards,

Yours sincerely,

A. U. Digaskar

(A.U. DIGRASKAR)

Dr Manabendra Nath Bandyopadhyay
Director
National Institute of Technology
(Deemed University)
Kurukshetra - 136 119
(Haryana)

Copy to :

Dr. C.T. Mahajan
AAA (T)
Department of Higher Education
Ministry of HRD
Shastri Bhawan
New Delhi - 110001

TEQIP Coordinator
11/12/2008

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RA

F.No.16-17/2006-TS VII

Government of India

Ministry of Human Resource Development

Department of Higher Education

Technical Education VII

New Delhi, 3rd December, 2008

To,

Prof. A.U. Digaskar
Central Project Adviser
National Project Implementation Unit (NPIU)
Sector 16 A, Plot No. 18 A
Gautam Budh Nagar
Noida

Sub: Re-allocation of Programme Life Allocation of CFIs & States under Technical Education Quality Improvement Programme (TEQIP).

Sir,

I am directed to refer in your letter No. FM/REALLOCATION-SEP/2008/3453 dated 21st November, 2008 on the above mentioned subject and to convey the approval of Competent Authority for re-allocation of Programme Life Allocation (PLA) in respect of 7 CFIs & 5 States under Technical Education Quality Improvement Programme (TEQIP) as follows:

Rs. in million			
Sr. No.	Centrally Funded Institutions	Present Programme Life Allocation	Revised Programme Life Allocation
1.	NIT, Calicut	229.400	211.606
2.	MNIT, Jaipur	110.000	85.394
3.	NIT, Jamshedpur	99.100	93.729
4.	NIT, Kurukshetra ✓	190.000	187.513
5.	NIIFT, Ranchi	135.600	93.819
6.	NIT, Srinagar	100.000	79.252
7.	NIT, Surathkal	238.400	218.654

Sr. No.	Programme States	Present Programme Life Allocation	Revised Programme Life Allocation
1.	Andhra Pradesh	1417.834	1452.834
2.	Himachal Pradesh	72.420	79.953
3.	Maharashtra	1590.594	1625.594
4.	Tamilnadu	941.630	961.630
5.	West Bengal	1435.970	1470.970

2. In view of the above, you are requested to take necessary action in the matter.

Yours faithfully,

(Dr. C.T. Mahajan)
Additional Apprenticeship Adviser (T)
Telefax: 23385744

TEQIP Council
12/12/08

APPENDIX-IX

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

Revised Programme Life Allocation

Ref. No. FM/MHRD/REALLOCATION/NIT/2008 dated 11.12.2008

Rs. in million				
SNo	Category of Expenditure	Current Allocation	Expenditure upto November, 2008	Proposed Allocation
A	Promotion of Academic Excellence			
I	Investment Cost			
1.	Civil Works	19.000	18.199	18.500
2.	Equipment	123.000	111.361	121.248
3.	Furniture	5.000	5.000	5.000
4.	Vehicle	2.300	2.115	2.115
5.	Books & LRs	16.000	15.999	16.000
6.	Consultants' services & Research studies	0.100	0.035	0.050
7.	Training/Study Tours/ Fellowships (Local & Foreign) Workshops	14.600	14.600	14.600
	Sub Total (I)	180.000	167.309	177.513
II	Incremental Operating Cost			
8.	Salaries for agreed additional staff	5.000	1.836	5.000
9.	Consumables		0.532	
10.	Operation & Maintenance		1.942	
	Sub Total (II)	5.000	4.310	5.000
	Total (A)	185.000	171.619	182.513
B	Networking of Institutions	4.000	2.994	4.000
C	Services to Community & Economy	1.000	0.497	1.000
	Grand Total (A+B+C)	190.000	175.110	187.513

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119

No.Acs./TEQIP/1032/
Dated: 25-12-2008

Sub: TEQIP-Reduction in Programme Lifetime Allocation.

PUC is the letter NO.FM/MHRD/REALLOCATION/NIT/2008 dated December 11, 2008 received from Prof. A.U. Digraskar, Central Project Advisor, National Project Implementation Unit regarding reduction in Programme Lifetime Allocation. In this letter it has been mentioned that Programme Lifetime Allocation of our Institute has been reduced from Rs. 190.000 million to Rs.187.513 million and required to submit the revised Programme Lifetime Allocation duly approved by the BOG and Competent Authority. The revised allocation has been attached.

In view of the position enumerated above, the Worthy Director is requested to accord approval the revised allocation of funds as desired by NPIU. The revised allocation component wise may be approved.

The matter will be placed before next BOG Meeting for approval.

Submitted for your kind approval please.

25/12/08
AR(A) *25/12/08*

R

*May I approve as above.
After may before item for
BOG which is meeting on
20/01/2009.*

AP 25/12.

25/12/2008

Item: 14.16 To approve the action taken by the Institute in allowing Revised Pay Scales to the Non-Teaching and Teaching Supporting employees of the Institute on Central Government Pattern w.e.f. 1.1.2006.

The Joint Secretary to the Government of India, Ministry of Human Resources Development, Department of Higher Education has allowed revision of the scale of pay of employees of the Institute vide letter No. F.23-30/2008-TS.III dated 3.10.2008 as Appendix X from pages 81 to 86, subject to terms and conditions as mentioned in letter OM No. 7-23/2008 E-III (A) dated 30.09.2008 from Government of India, Ministry of Finance, Department of Expenditure (Implementation Cell), New Delhi as Appendix XI from pages 87 to 88.

The Institute was upgraded from Regional Engineering College Kurukshetra to National Institute of Technology Kurukshetra on 26.6.2002. The Institute has rationalized the pay scales of non-teaching staff on the Central Government Pattern w.e.f. 1.4.2004. Hence as per letter referred to above, the pay of non-teaching employees of the Institute have been fixed w.e.f. 1.1.2006 (provisionally) and the payment in accordance with the revised pay scale as per Sixth Pay Commission Report have been paid w.e.f 1.9.2008 provisionally, strictly as per guideline issued by the Govt of India, Ministry of Finance Department of Expenditure, New Delhi. The payment of 40% arrears is under process and the same will be paid during the current financial year i.e. 2008-2009. The remaining 60% arrears will be released in the next financial year.

The Board of Governors may note the action taken by the Director and approve the revised pay scales w.e.f. 1.1.2006 to the non-teaching and teaching supporting employees of the Institute on the Central Government pattern.

(ii) It is also further clarified that the certain Scales of Pay such as S-9, S-10, S-11, S-12 as available under CCS (Revised Pay) Rules, 1997 have been merged by the Government and all these pre-revised scales have been placed in the same band with Grade Pay. All such employees who were previously in different scales of pay in the above categories would be placed in the same Pay Band and given the same grade pay even if some posts which presently constitute feeder and promotion grades would lie in identical grade. No Institute can on its own upgrade the scales of pay of such categories of promotion posts in the pre-revised pay scale. Such cases should be referred to the Ministry separately for appropriate consideration and direction, if upgradation is considered absolutely essential.

(iii) Further, the pre-revised scales of pay of Rs.8000-275-13500 have been given two replacements Pay Band i.e. PB-2 [Rs.9300-34800] and PB-3 [Rs.15600-39100]. The PB-3 is meant for direct recruit Group-A Officers but not for such employees who were been given this scale of pay either on a promotion basis or on a personal basis.

(iv) Any promotion either by way of ACP/fitment benefit, etc, given after 1.1.2006 which is not in accordance with Government approved policy will be deemed to have been withdrawn and will not be taken into account for fixation of pay or grant of increment subsequently.

Similarly rates of various allowances like OTA, etc, will have to be brought to a level not higher than what is applicable for Central Government employees. Any such payment made after 1.1.2006 will have to be recovered either by way of adjustment from the arrears or otherwise.

In future the institute shall ensure that no such revision in allowances, grant of promotion etc which is not in accordance with the instruction issued by the Government is allowed. Head of the Institute and the DDO would be personally responsible for any lapse in this regard.

(v) Further, the employees who were recruited in a certain pre-revised scales of pay with or without advance increments on or after 1.1.2006 would be placed in the appropriate pay band with admissible grade pay as given in the Section-II (Part-A) of the CCS (RP) Rules, 2008 and no advance increment would be admissible in the revised pay band.

(vi) There are cases in which certain autonomous bodies have upgraded scales of pay of certain categories employees with retrospective effect so as to give undue advantage at the time of pay fixation in the revised pay band. Upgradation of any post by any autonomous or statutory body done on or after 1-1-2006 with or without retrospective effect which is not in conformity with the approved pay scale structure for such categories of employees under the Central Government would have to be reversed. Such employees may be placed in the appropriate revised pay band corresponding to their pre-revised scales of pay before such upgradation.

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- (vii) In case of those categories of employees whose pattern of emoluments structure, i.e. pay scales and allowances and conditions of service are not similar to those of the Central Government employees like NITs and SLIET Longwal and any other institute having similar problem, the proposal will be referred to a separate 'Group of Officers' in respect of each autonomous body in the Ministry. The Group would examine the proposals for revision of pay scales, etc., taking into account the views, if any, expressed by the staff representatives of the concerned organizations. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of autonomous organizations is not more beneficial than that admissible to the corresponding categories of the Central Government employees. The final package recommended by the Group of officers will require the concurrence of Ministry of Finance or the Department of Personnel & Training, as the case may be. However, as an interim measure, pending finalization of appropriate scale of pay, the institute may place employees in the revised pay band with appropriate Grade Pay corresponding to a lower level scale of pay as available under CCS (RP) Pay Rules, 1997.
- (viii) The stipulation regarding the pattern of emoluments and terms and conditions of services implies that if any section of employees in the autonomous organizations, etc has been given benefits not available to the Central Government employees, e.g. Personal Promotion Scheme, Career Growth Scheme, Retraining and Redeployment Scheme, rent-free accommodations, free/concessional transport, shift duty allowance, OTA, fixed medical allowance etc., then the proposal for revision of their pay scales will have to be referred to the Group of Officers.
- (ix) The mode of payment of arrears of pay shall be the same as laid down in Rule 14 of the Central Civil Services (Revised Pay) Rules, 2008 for the Central Government Employees.
- (x) The adoption of revised scales of pay on these order both were the pattern of emoluments structures is identical to Central Government and where emoluments structure is not similar will be subject to the following conditions:- as far as budgetary support for additional expenditure is concerned:-
- 80% of the additionality will be met by the Central Government;
 - 10% of the additionality will be met by the Autonomous organizations, etc through additional generation of revenue; and
 - Balance 10% of the additionality will be managed by the Autonomous Organizations etc through savings.
 - Institutes not in receipt of budgetary support for meeting recurring expenditure will have to meet the entire liability from their own internal resources.

In the case of autonomous organisations, etc.. which have no source of generating revenue, 90% additional expenditure will be met by the Central Government. If the additional expenditure cannot be met in accordance with the above mentioned in Para - x above, each request for funds in excess of the amount worked out as

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per this formula will be referred to the administrative Ministry for examination in consultation with the Ministry of Finance, Deptt. of Expenditure.

- (vi) To facilitate consideration of the proposal for revision and early decision thereon, it is requested that the proposal may be sent to the Bureau in the enclosed format (Annexure - I) to examine (i) whether the pattern of emoluments and conditions of service are those approved by the Government or otherwise; and (ii) to decide the funding pattern applicable to the institutions in terms of Para 4 of Ministry of Finance (Deptt. Of Expenditure) OM No.7-23/2008 E- III dated 30th September, 2008.

In the case of Central Universities and other institutions receiving grants through the University Grants Commission (UGC), they may submit the information in the above format to the UGC, which in turn shall forward it to the Ministry alongwith their comments / recommendations thereon, for vetting by the Financial Adviser of the Ministry of HRD.

- (vii) Thereafter subject to the guidelines mentioned above and terms and conditions of OM No.7-23/2008 E- III dated 30th September, 2008 of Department of Expenditure, Ministry of Finance, there is no objection to the autonomous organisation, etc. putting up proposal for adoption of the Central Civil Services (Revised Pay) Rules, 2008, in accordance with their rules/regulations/bye-laws through their Finance Committee and Board of Governors or other appropriate authority.
- (viii) It may be made clear to the employees that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For the propose, an undertaking may also be obtained in writing from every employee at the time of disbursement of the arrears / pay & allowances to the effect that any excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised pay scales or grant of inappropriate pay band/ grade pay, will be refunded by him / her to the institute either by adjustment against the future payments or otherwise. A specimen form of undertaking is also enclosed at Annexure - II.

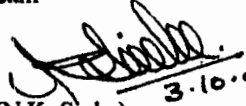
The receipt of this Office Memorandum may please be acknowledged.


(N.K. Sinha) 3.10.08

Joint Secretary to the Government of India

To
The Directors of all the National Institutes of Technology
Directors of SPAs at Bhopal, Delhi and Vijayavada
Director, NIFT, Ranchi / Director, NERIST, Itanagar, Arunachal Pradesh
Director, SLIET, Longowal, Punjab / Principal, CIT, Kokrajhar, Assam
Vice Chancellor, IGNOU, New Delhi

Copy forwarded to JS & FA (HRD) for information.


(N.K. Sinha) 3.10.08

Joint Secretary to the Government of India

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ANNEXURE - I

FORMAT FOR PUTTING UP THE PROPOSAL FOR REVISION OF SCALE OF PAY

1. Category of Post
2. Pay Scale approved by the Government of India
3. Existing pay scale
4. Proposed pay scale as per Part A (Section 1 & 2) of the First Schedule of CCS (RP) Rules, 2008
5. Whether all allowances, such as DA, HRA, CCA, Shift Duty Allowance, Night Duty Allowance, Fixed Medical Allowance, OTA, etc are identical to those of the Government employees
6. In case there is any variation in the allowances specify the same & indicate the existing rates thereof
7. Whether conditions of service are identical to those of Central Govt. Employees
8. In case of conditions of service are different specify the same and attach a copy each of the relevant scheme e.g. Personal Promotion Scheme, Career Growth Scheme, etc.
9. Financial implication involved in implementation of the revised scale etc. w.e.f. 1.1.2006 to 31.8.2008
10. Whether the additional expenditure will be met by the organisation in accordance with the prescribed funding pattern.
11. Remarks.

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ANNEXURE - II

UNDERTAKING

I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band / grade pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Institute either by adjustment against future payments due to me or otherwise.

Date : _____

Signature : _____

Name: _____

Designation: _____

No.7/23/2008-E-III (A)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, dated the 30th September, 2008

OFFICE MEMORANDUM

Sub: Pay revision of employees of Quasi-Government Organizations, Autonomous Organizations, and Statutory Bodies, etc set up by and funded/controlled by the Central Government --Guidelines regarding.

Orders have been issued by the Government to implement the revised pay structure for the Central Government employees on the basis of the recommendations of the Sixth Central Pay Commission as accepted by the Government. It has now been decided that these orders may be extended to the employees of Autonomous Organizations etc whose pattern of emolument structure i.e. pay scales and allowances (in particular the Dearness Allowance, the House Rent Allowance and City Compensatory Allowance) are identical to those of the Central Government employees. This is further subject to the stipulation that conditions of service of employees of those organizations, especially those relating to hours of work, payment of OTA etc, would also be exactly similar to those in Government Departments. There is no objection to the Autonomous Organizations etc adopting the Central Civil Services (Revised Pay) Rules, 2008. It is, however, clarified that the revised pay structure as incorporated in Section I and II of Part A of the First Schedule to the Rules *ibid* alone may be adopted. It is further added that the revised pay structure would be admissible to those employees who opt for the same in accordance with the extant Rules. Likewise, deductions on account of Provident Fund or Contributory Provident Fund, as the case may be, will have to be made on the basis of the revised pay w.e.f the date the employee opts to elect the revised pay structure.

2. In case of those categories of employees whose pattern of emoluments structure i.e. pay scales and allowances and conditions of service are not similar to those of the Central Government employees, a separate 'Group of Officers' in respect of each of the Autonomous Bodies may be constituted in the respective Ministry/Department. The Financial Adviser of the respective Ministry/Department will represent the Ministry of Finance on this Group. The Group would examine the proposals for revision of pay scales etc taking into account the views, if any, expressed by the staff representatives of the concerned organizations. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of these Autonomous Organizations etc is not more beneficial than that admissible to the corresponding categories of the Central Government employees. The final package recommended by the Group of Officers will require

- 2 -

the concurrence of the Ministry of Finance or the Department of Personnel & Training, as the case may be.

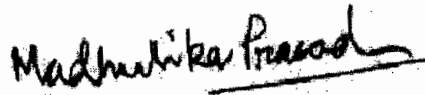
3 The mode of payment of arrears of pay shall be as laid down in Rule 14 of the Central Civil Services (Revised Pay) Rules, 2008 for the Central Government employees.

4 The adoption of revised pay structure based on these orders by Autonomous Organizations, etc, both where the pattern of emoluments structure is identical to the Central Government and where emoluments structure is not similar, will be subject to the following conditions as far as budgetary support for additional expenditure is concerned :-

- (a) 80% of the additionality will be met by the Central Government;
- (b) 10% of the additionality will be met by the Autonomous Organizations, etc through additional generation of revenue; and
- (c) Balance 10% of the additionality will be managed by the Autonomous Organizations etc through savings.

4.1 In the case of Autonomous Organizations, etc. which have no source of generating revenue, 90% of the additional expenditure will be met by the Central government.

5. If the additional expenditure cannot be met in accordance with the funding pattern mentioned in paragraph 4 and 4.1 above, each request for funds in excess of the amount worked out as per this formula will be examined on merits by the administrative Ministry and sent to this Department for consideration.


(Madhulika P. Sukul)
Joint Secretary (Per)

To

All Ministries/Departments of the Government of India
All Financial Advisers (By name).

Item 14.17: To note the action taken by the Director for engaging Senior Advocates at Hon'ble Punjab and Haryana High Court at Chandigarh for defending the Civil Writ Petitions filed by some Faculty Members of the Institute against the Selections made by way of Direct Recruitment/ Promotion under CAS.

The following Faculty Members of the Institute filed writ petitions before the Punjab & Haryana High Court at Chandigarh for quashing the selections made during December, 2007 by way of Direct as well as Promotions quota under CAS and reconsidering the matter strictly as per guidelines issued by the AICTE/MHRD: -

1. Dr. Dinesh Kumar and Dr. D.P. Singh, Assistant Professors, Chemistry Department (For Direct Quota Recruitment)
2. Dr. Dinesh Kumar, Assistant Professor, Chemistry Department (under CAS)
3. Dr. D.P. Singh, Assistant Professor, Chemistry Department (under CAS)
4. Dr. Ratna Dahiya, Assistant Professor, Electrical Engineering Department.
5. Dr. Dinesh Khanduja, Assistant Professor, Mechanical Engg. Department.
6. Dr. Anupam Mittal, Assistant Professor, Civil Engineering Department.
7. Dr. Subodh Ranjan Vajesnayee, Assistant Professor, Civil Engg. Deptt.
8. Dr. Meenu Gupta, Lecturer, Mechanical Engineering Department.

In addition to above, Dr. Kiran Mor, Lecturer, Humanities & Social Sciences Department filed a Civil Writ Petition for considering herself eligible for promotion to the post of Assistant Professor under Career Advancement Scheme by counting his past service in the Government School.

Keeping in view the prestigious issue, which involves the Policy being adopted by the Institute for the recruitment as well as under CAS, a Senior Advocate, Sh. Chetan Mittal has been engaged for defending the above said 08 CWPs.

Sh. Chetan Mittal has been paid fee of Rs. 85,000/- for defending the CWPs mentioned at Sr. No. 1 above. Later on, on the request of the Institute, he agreed to charge fee Rs. 60,000/-] for each case. However, for contesting the case of Dr. Kiran Mor, Sh. Ashok Aggarwal, Senior Advocate was engaged on payment of Rs. 1,10,000/-.

The payment has been sanctioned to Sh. Chetan Mittal and Sh. Ashok Aggarwal, Senior Advocates, Punjab & Haryana High Court at Chandigarh for contesting the above CWPs on behalf of the Institute/BOG/Selection Committee.

The Board may note action taken for engaging the Senior Advocates as mentioned above.

Item 14.18 To ratify the action taken by the Institute in granting extension of deputation period in respect of Dr. Surjit Angra, Director in AICTE for 3rd year i.e. upto September 25, 2008.

Dr. Surjit Angra, Assistant Professor, Mechanical Engineering Department was allowed to proceed on deputation with the AICTE to join as Director 26.09.2005 to 25.09.2006 and 26.09.2006 to 25.03.2007.

Further the AICTE vide letter dated 30/31.8.2007 informed that the second year of deputation period in respect of Dr. Surjit Angra, NIT who is presently working as Director in the Council is expiring on 25.9.2007 and the Competent Authority has approved the extension of deputation period in respect of Dr. Angra for third year w.e.f. 26.9.2007. The AICTE requested that the Concurrence of NIT for the same may be communicated. Accordingly the AICTE was intimated vide this office letter No. GA-I/PF/7579-84 dated 10.9.2007 for extension in deputation period of Dr. Angra for another one and half year from 26.3.2007 to 25.9.2008 in anticipation of the approval of the Board of Governors of the Institute.

His case was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008. The Board decided as under:-

“The Board noted its earlier decision taken in its 12th meeting held on 25.4.2007 and showed displeasure that Dr. Surjit Angra did not join the Institution even after the summer vacation of the year 2007. Rather he again joined the AICTE on his own.

The Board allowed Dr. Surjit Angra's deputation with the AICTE upto 25.3.2008 only and desired that he be directed to join back his duties in the Institute by 26.3.2008 failing which disciplinary action may be taken against him”.

Dr. Surjit Angra was informed to join duties in the Institute by 26.3.2008 vide this office letter No. Estt.-1/PF/2546 dated 5.3.08 failing which disciplinary action would be taken against him.

However, the Director (NITs), MHRD vide letter No. 11-13/2008-TS-III dated 24.3.2008(Copy enclosed as Appendix XII page 92) intimated that the decision for curtailing the deputation period of Shri Surjit Angra may be reconsidered and his deputation in AICTE may be extended due to the fact that there is shortage of staff in AICTE.

In view of above after taking approval from the Chairman, BOG, Dr. Surjit Angra was allowed extension in deputation with the AICTE as Director upto 25.9.2008 in anticipation of the approval of the Board vide this office letter No. Estt.-I/PF/3257-62 dated 25.3.2008 (copy enclosed as Appendix XIII page 93-94). He resumed back his duty in the Mechanical Engineering Department of the Institute on 22.10.2008(FN) after completion of 3 years deputation period from 26.9.2005 to 25.9.2008 and further after availing joining time/vacations/Earned Leave/Medical Leave from 26.9.2008 to 21.10.2008.

The matter is placed before the Board of Governors to ratify the action taken by the Institute in granting extension in deputation to Dr. Surjit Angra with the AICTE upto 25.9.2008.

24 Mar 2008 6:02PM MHRD

011 - 2338 4345

P. 1
376

Registered Post/FAX

No.11-13/2008-TS-III
Government of India
Ministry of Human Resource Development
Department of Higher Education

Shastri Bhawan, New Delhi
Dated 24th March 2008

To,

Director,
National Institute of Technology
Kurukshetra (HARYANA)

Subject: Extension of deputation period in respect of Dr. Surjit Angra, Director in
AICTE for 3rd year i. e. upto September 25, 2008.

Sir,

The undersigned is directed to refer to above mentioned subject and to
say that the decision for curtailing the deputation period of Shri Surjit Angra
may be reconsidered and his deputation in AICTE may be extended due to the
fact that there is shortage of staff in AICTE.

Yours faithfully

Madan Mohan
(Madan Mohan)
Director (NIT)

N.I.T. KURUKSHETRA

Dy. No. 2188 Date 25/3/08

R	PE	CO	Ad	CVO	CoE	C
E	Ph	Ph	Ph	Ph	Ch	Ma
Ph	Ph	Ph	Ph	PC	PS	IDC
PE	Ph	Ph	Ph	LMQ	L	GA
A	SO	EO	DS	PS	PC	REA

Put up on PF
AK 2573
DR (Sst)
DS (Sst)

**NATIONAL INSTITUTE OF TECHNOLOGY
(KURUKSHETRA-136119.**

No.GA-I/PF/ 3 256

Dated : 25.3.08

Subject:- Extension of deputation period in respect of Dr. Surjit Angra,
Director in AICTE for 3rd year i.e. upto September 25, 2008.

cl-312
Dr. Surjit Angra, Assistant Professor, Mechanical Engineering Department was allowed to proceed on deputation with AICTE to join as Director 26.09.2005 to 25.09.2006 and 26.09.2006 to 25.03.2007.

cl-343
Further the AICTE vide letter dated 30/31.8.2007 informed that the second year of deputation period in respect of Dr. Surjit Angra, NIT who is presently working as Director in the Council is expiring on 25.9.2007. The Competent Authority has approved the extension of deputation period in respect of Dr. Angra for third year w.e.f. 26.9.2007 and requested that the Concurrence of NIT for the same may kindly be communicated. Accordingly the AICTE was intimated vide this office letter No. GA-I/PF/7579-84 dated 10.9.2007 for extension in deputation period of Dr. Angra for another one and half year from 26.3.2007 to 25.9.2008 in anticipation of the approval of the Board of Governors of the Institute.

Accordingly his case was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008. The Board decided as under:-

cl-363
"The Board noted its earlier decision taken in its 12th meeting held on 25.4.2007 and showed displeasure that Dr. Surjit Angra did not join the Institution even after the summer vacation of the year 2007. Rather he again joined the AICTE on his own.

The Board allowed Dr. Surjit Angra's deputation with the AICTE upto 25.3.2008 only and desired that he be directed to join back his duties in the Institute by 26.3.2008 failing which disciplinary action may be taken against him".

Accordingly Dr. Surjit Angra was informed to join duties in the Institute by 26.3.2008 vide this office letter No. Estt.-1/PF/2546 dated 5.3.08 failing which disciplinary action would be taken against him.

Now the Director (NIT), MHRD vide letter No. 11-13/2008-TS-III dated 24.3.2008(Copy enclosed) received through Fax has stated that the decision for curtailing the deputation period of Shri Surjit Angra may be reconsidered and his deputation in AICTE may be extended due to the fact that there is shortage of staff in AICTE.

In view of above Dr. Surjit Angra may be allowed further extension in his deputation with the AICTE as Director upto 25.9.2008. The matter will be reported to the Board of Governors in its next meeting for ratification.

Submitted for approval, please.

Encl. : As above

Hon'ble Chairman
Board of Governors,
NIT Kurukshetra

Director
25/3/08
25/3/08
25/3/08

Item: 14.19 To ratify the action taken by the Chairman, Board of Governors in granting Extraordinary Leave (without pay) to the faculty members & Workshop Supdt.

The following faculty members and Workshop Supdt. vide their letters (copy enclosed as Appendix XIV pages (96 to 107) requested for the grant of Extraordinary Leave (without pay) for new assignments as per details mentioned against each :-

Sr. No.	Name, Designation & Department	Period of EOL	Name of Institute	Status of offer as	Sanction granted vide letter No.
1	Dr. N.K. Gupta, Professor (CAS), Civil Engg. Deptt.	1.5.2008 to 30.4.2010	CIST, Bhopal	Principal/ Director	Estt.-I/PF/3740 dated 8.4.2008
2	Dr. A.K. Gupta, Professor, E&CE Deptt.	7.5.2008 to 6.5.2010	IMS Engg. College, Ghaziabad	Director Academics	Estt.-I/PF/4346 dated 5.5.2008
3	Dr. R.C. Bhattacharjee, Professor (CAS), Civil Engg. Deptt.	24.6.2008 to 23.6.2010	GRIMT, Radaur, Yamuna Nagar	Director	Estt.-I/PF/5578 dated 16.6.2008
4	Dr. D.K. Soni, Professor (CAS), Civil Engg. Deptt.	1.8.2008 to 31.7.2009	GIMT, Kanipla, Kurukshetra	Director-Principal	Estt.-I/PF/7352 dated 16.7.2008
5	Dr. V.P. Wani, Workshop Supdt.	1.7.2008 to 30.6.2010	GHRCE, Nagpur	Professor	Estt.-I/PF/5726 dated 23.6.2008

The Chairman, Board of Governors approved their Extraordinary Leave (without pay) in anticipation of the approval of the Board (copy enclosed as Appendix xv pages 108 to 122).

The Board may ratify the action taken by the Chairman, Board of Governors in granting EOL (without pay) to the above faculty members & Workshop Supdt.

APPENDIX-XIV

I.I.T. KURUKSHETRA (534)
Dy. No. 2164 Date 24/3/08
R DPE M L J M QVO CoE C
E W E E 91 On Ma
Q L W W 12 PE BDC
PE CCN PI 22
A SO 13 15

From: **Dr. N K Gupta**
Professor of Civil Engineering
National Institute of Technology,
Kurukshetra.

No. 6/504

Date: March 24, 2008

To

The Director,
National Institute of Technology,
Kurukshetra.

THROUGH PROPER CHANNEL

Recommended & forwarded
wvdjel
24.3.08

APC 26/3
D.P. (Est)

Subject: Grant of Extra-Ordinary Leave (EOL) for 2 years w.e.f. May 01, 2008

Respected Sir,

I have received an offer for the post of Principal-Director in **Corporate Institute of Science & Technology**, Bhopal under the Esserjee Education Society, Bhopal (photocopy enclosed). The offer being prestigious, I would like to take up the new assignment as an honour for myself and the Institute.

In view of the above, you are requested to grant me EOL for two years w.e.f. May 01, 2008 i.e. after the end of the current semester, to facilitate me to take up the above assignment.

Thanking you,

Yours faithfully,

Encl: As above


(N K Gupta)

Reg. No. : 8944/2001



ESSARJEE EDUCATION SOCIETY

Regd. Office : "Essarjee House", Z-10, Zone-1, M. P. Nagar, Bhopal 462 011
Tel.: (0755) 4056499. Fax: (0755) 2559665.

No. EES/CIST/OFFER/PR/2008

Date: March 17, 2008

To
Dr. N K Gupta
Professor of Civil Engineering,
N I T, Kurukshetra

Subject: Appointment of Principal/Director for "Corporate Institute of Science & Technology, Bhopal"

Dear Sir,

With reference to our telephonic discussion on the matter cited in the subject, the Essarjee Education Society, Bhopal, M.P. is pleased to offer you the post of Principal/Director of our degree level Engineering Institute 'Corporate Institute of Science & Technology', Bhopal. The post carries gross salary package of Rs. 12.00 lacs per annum plus perks/facilities as per Institute rules.

If the offer is acceptable to you, you are requested to send your consent within 15 days from the date of issue of this letter, and join the Institute by the end of April, 2008.

Thanking you,

Yours Sincerely,
For Essarjee Education Society

Secretary

Date: 2-4-2008

To
The Director,
NIT Kurukshetra

(Through proper channel)

Subject: Grant of Extra Ordinary Leave for 1-5-2008 to 30-4-2010 (two years)

Sir,

I have been offered appointment for the post of Director Academics at IMS Engg. College, Ghaziabad (the letter is enclosed). It is requested that I may kindly be granted EOL for the period 1-5-2008 to 30-4-2010 (two years) to enable me to avail the offer.

I shall finish all my course teaching work and sessional evaluation work before leaving. If required I shall also do the final grading work.

Dr. R.K.Sharma has kindly agreed to coordinate the SMDP-II project during my absence. —

agreed-
R.K.Sharma

Yours faithfully,

अनिल कुमार गुप्ता

(Dr. A.K.Gupta)

Professor, Electronics and Communication Engineering Department

N.I.T.Kurukshetra-136119

e-mail: anilg699@rediffmail.com

Phone: 01744-239246

Mobile: 9896015919

444

Sl. No. 3019 Date 29/4/08

DD	CA	GA	CVO	CoE	C
M	E	S	Ph	CS	Ma
CA	WS	SW	PC	PS	BDC
CH	PT	POF	UMO	L	GA
O	EO	DB	PIS	PG	MPA

No. ECE/408/422

Date 29-4-2008

Note

(Through proper channel)

Relieving to proceed on EOL may please be routed through ECE Deptt.
Bichandit
 29.04.08

Subject: Grant of Extra Ordinary Leave for 1-5-2008 to 30-4-2010 (two years)

This is in continuation to my application dated 2-4-2008 for grant of EOL for the above mentioned period. It is requested that the leave period may please be modified to 7-5-2008 to 6-5-2010 and I may be relieved from duty in the AN of 6-5-2008. This request is being made to ensure that I am able to finish sessional evaluation/paper setting work satisfactorily.

अनिल कुमार गुप्ता

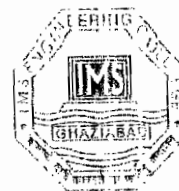
(Dr. A.K.Gupta)
 Professor, Electronics and Communication Engineering Department
 N.I.T.Kurukshetra-136119
 e-mail: anilg699@rediffmail.com
 Mobile: 9896015919

DR (GA), NITKKR

DIR

Ref : 7643/IMSEC/2008

Date:25.03.2008



448 428

**IMS
ENGINEERING
COLLEGE**

LETTER OF INTENT

Dear Dr.A.K.Gupta ji,

This has reference to your Resume and subsequent interview you had with us. The management is pleased to offer you an appointment for the Post of Director Academics on the terms and conditions discussed and agreed at the time of interview / discussions. A detailed appointment letter shall be given to you at the time of your joining which will not be later than 01.05.2008. At the time of joining please submit the following documents:

- Two recent passport size photographs.
- Attested photocopies of the educational certificates.
- Experience / Relieving certificate issued by the last Employer / Institution.
- Salary Certificate of last Employer / Institution.

Wish you a happy and mutually beneficial association with college,

Yours sincerely,

for

Vice Chairman

IMS Engineering College.

**Dr.Anil Kumar Gupta
Prof. EC Department,
N.I.T. Kurukshetra-136119**

N.I.T. KURUKSHETRA

Dy. No. 268.7 Date 23/5/08

R	EPD	DAC	DAD	CVJ	CoE	C
E	M	EG	Co	Ph	Ch	Ma
HU	Q	NO	SW	PC	EXC	
PE	CCN	PI	ICE	IND	L	GA
A	SO	SO	DS	PIS	PIC	GBA

From: **Dr. R C Bhattacharjee**

Professor of Civil Engineering
National Institute of Technology
Kurukshetra.

Recommended & forwarded

No. C/924
Date: May 23, 2008

To
The Director,
National Institute of Technology
Kurukshetra.

urgent
23.5-08

THROUGH PROPER CHANNEL

Subject: **EOL for two years w.e.f. July 01, 2008**

Sir,

I have been offered the post of Director in the **Global Research Institute of Management & Technology**, Radaur, Yamuna Nagar by *Sant Deepak Educational & Charitable Trust*, Radaur, Yamuna Nagar (Copy of letter enclosed). I would like to join the Institute and take up the new challenge to establish the Institute to global standard.

I, therefore, request you to kindly grant me two years **Extra Ordinary Leave** w.e.f. July 01, 2008 so that I can join the new assignment on the same day.

Thanking you.

Yours faithfully,

R C Bhattacharjee
(R C Bhattacharjee)

R
Mr
23/5/08

ALL 2615
DR (Sott)
CRM
26.05.08

D. S. (Sott)
EA
27/5/08

(396)

NIT, KURUKSHETRA						
Dy. No. 14621				Date 7/6/08		
DPD	DAC	DAC	2	CoE	C	
M	Ec	Cp	Ph	Ch	Mo	
CW	WS	SW	PC	PS	ED	
CON	PT	PCE	UNO	L		
SD	MG	DB	FIS	IS		

From : Dr. R C Bhattacharya
Professor of Civil Engg.,
NIT, Kurukshetra

Date: June 6, 2008

To

The Director,
NIT, Kurukshetra

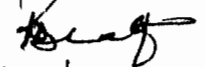
Subject: To prepone the date of relieving for
proceeding on EOL for two years.

Sir,

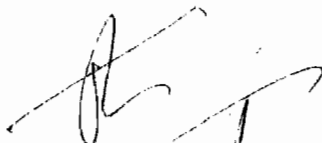
Please refer to my earlier letter
requesting you to grant me EOL for 2 years
w.e.f. 01.7.2008. In this regard, this is to
request you again that I may please be
relieved on 23.6.08 i.e. the EOL may
please be granted for 2 years w.e.f. 24.06.08
so that I can join the new assignment
before the AICTE inspection is held.

Thanking you,

Yours faithfully,



(R C Bhattacharya)


10/6/2008

Sant Deepak Educational & Charitable Trust

Radaur-Jathlana Road, Vill. Nachraon, Radaur, Distt. YAMUNA NAGAR (Haryana)

Mob: 9812030342, e-mail: sant.grimt@yahoo.com

Ref. No. GRIMT/ESTT/08/412

Dated... 18-5-2008

To

Dr. R C Bhattacharjee
Professor of Civil Engineering &
Chairman of Business Administration Deptt.
National Institute of Technology,
Kurukshetra-136119

Subject: - Appointment as Director-Principal in Global Research Institute of Management & Technology, Radaur, Yamuna Nagar

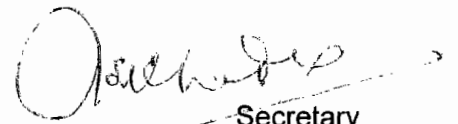
Dear Sir,

With reference to our meeting held on 11-05-2008, I am pleased to inform you that the Board of Governors of Sant Deepak Educational and Charitable Trust, Yamuna Nagar has selected you as Director-Principal for its proposed Professional Institute, **Global Research Institute of Management and Technology**, Village Nachraun, Radaur, Distt.- Yamuna Nagar.

The Board of Governors has decided to offer you the pay and allowances as well as perks as mutually agreed upon during the meeting.

You are requested to give your consent and join the Institute at the earliest.

Thanking you,



Secretary

Sant Deepak Educational and Charitable Trust,

Dr. D.K. Soni,
Professor of Civil Engineering,
National Institute of Technology,
Kurukshetra.

To

The Director,
National Institute of Technology,
Kurukshetra.

Dated: 30.6.2008

Subject: Extra-ordinary leave for two years w.e.f. 01.8.2008.

Sir,

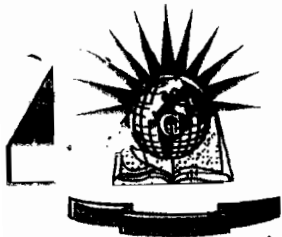
I have been offered the post of Director-Principal, GIMT Kanipla (Geeta Educational Trust, Kurukshetra) (copy of letter enclosed). I would like to join the Institute and take up the new challenge to establish the Institute to global standards.

I, therefore, request you to kindly grant me two years Extra-ordinary Leave with effect from 1st August, 2008 so that I can join the new assignment.

Thanking you,

Yours faithfully

(D.K. Soni)



GEETA EDUCATIONAL TRUST

Ref. GET/08/1057

Date. 28/06/2008

To,

Dr. D.K Soni
Professor,
Deptt. of Civil Engineering,
National Institute of Technology,
Kurukshetra

Subject: – Offer of Appointment for the post of Director- Principal, GIMT, Kanipla.

Dear Dr.

Reference your discussion held with the Trust the other day, I am pleased to inform you that the Trust has approved your name for the appointment of Director-Principal, GIMT Kanipla in the pay scale of 18400-500-22400 with a basic pay of Rs.22400/- Plus usual allowances allowed by Haryana Govt. You will also be provided with a mobile phone & vehicle for official use. You are requested to join or send your consent to join this post immediately.

Yours Truly

Neeraj Balg
Gen. Secy.

No. MED/08/446
Date: 21-5-08

From: Vijay Kumar Pandharinath Wani
Workshop Superintendent
National Institute of Technology
Kurukshetra-136119
Date: 21/05/2008

(Through Proper Channel)

forwarded
File no 21/5/08

N.I.T. KURUKSHETRA

Dy. No. 367/.....Date 22/5/08

	DPD	DAC	DAd	CVO	CoE	C
	M	Ec	Co	Ph	Ch	Ma
	SN	NE	W	PC	PS	EOC
	SON	PT	CE	MO	L	CA
	SO	EO	DS	PS	PIC	MS

To
The Director
National Institute of Technology
Kurukshetra

Subject: Extra Ordinary Leave
Ref. My application dated: 08/05/2008

Sir,

Undersigned has received an offer for the post of Professor, Mechanical Engineering at GHRCE, Nagpur (copy enclosed).

I intend to join GHRCE, Nagpur immediately after getting relieved from the NIT Kurukshetra on Extra Ordinary Leave. It is therefore requested to kindly grant me the Extra Ordinary Leave for two years with effect from July 01, 2008.

Thanking you,

Encl.: Appointment letter

[Signature]
21/05/2008
(V. P. Wani)

urgent
AL 2315
22/5/08
DRY (Ext) Encl
230508
DS (Ext)
EA I
26/5/08



RAISONI GROUP
a vision beyond

ANKUSH SHIKSHAN SANSTHA

345, Shraddha House, 6th Floor, Kingsway, Nagpur-440 001

Tel: 0712-6620624, 6617181, 6617182, 6617183 Fax: 0712-6620624, 663 0782,

e-mail: info@raisoni.net, edrgingp@hotmail.com Web: www.raisoni.net

Ref: RGI/ASSN/GHRCE/Appt/2008/12 4

Date: 10-05-2008

APPOINTMENT ORDER:

Subject: Appointment to the post of Professor of Mechanical Engineering in G.H.Raisoni College of Engineering, Nagpur.

In response to the personal interview, I am pleased to issue the following appointment order subject to the terms and conditions as mentioned below.

- 01) That Dr. Vijay P. Wani is hereby appointed to the post of **Professor of Mechanical Engineering in G.H.Raisoni College of Engineering, Nagpur.** In addition, he will look after the duties and responsibilities of the post of Director, Institutional Research and Development as per the guidelines being issued separately.
- 02) The appointee shall draw a basic salary of Rs. 16850/- in the pay scale of 16400-450-20900-500-22400 plus usual allowances as prescribed by the Management from time to time for the post.
- 03) The appointee shall be on probation initially for a period of two years from the date of joining and his performance will be assessed from time to time.
- 04) The appointee shall neither engage private coaching classes nor accept any job without the prior written permission from the competent authority.
- 05) The appointee shall abide by the service rules and regulations as laid down by the Sanstha from time to time and may be deputed or transferred to any other institute managed by the Raisoni Group of Institutions.
- 06) The appointee shall not leave the Job during academic session. In case appointee desires to resign, one month notice in advance or payment of one month gross salary in lieu thereof will be mandatory.
- 07) The appointee shall join within 2 months and communicate acceptance within 7 days from the date of receipt of this order.
- 08) In case of active participation in the consultancy projects undertaken by the institute, appointee will be entitled for appropriate remuneration.


Chairman
ANKUSH SHIKSHAN SANSTHA
Nagpur

- Copy to Dr. V.P.Wani, D.B - 23, NIT Campus, National Institute of Technology, Kurukshetra - 136119, Tel No. - 09416412890
- Copy forwarded to the Principal, GHRCE, Nagpur. She is requested to verify original documents of the appointee prior to joining.
- Copy forwarded to HRD, RGI



NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/PF/ 3615

Dated : 3.4.2008

Subject :Grant of Extraordinary Leave (without pay) for two years w.e.f. 1.5.2008 to 30.4.2010 to Dr. N.K. Gupta, Professor, Civil Engineering Department.

Dr. N.K. Gupta, Professor, Civil Engineering Department vide his letter dated 24.3.2008 enclosing therewith an offer of appointment for the post of Principal-Director in Corporate Institute of Science & Technology, Bhopal under the Esserjee Education Society, Bhopal (copy enclosed) has requested that he may be granted Extraordinary Leave for 2 years w.e.f. 1.5.2008 i.e. after the end of the current semester.

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008 and the Board decided as under :-

"The Board decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future".

At present no faculty member of Civil Engineering Department is on EOL/deputation.

Dr. N.K. Gupta has been in the employment of the Institute since 31.7.1980. He has about 27½ years service at his credit. He has not availed any EOL during his service in the Institute.

In view of above Dr. N.K. Gupta may be allowed 2 years Extraordinary Leave (without pay) w.e.f. 1.5.2008 to 30.4.2010 on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Chairman, Civil Engineering Department
2. No further extension in EOL will be granted under any circumstances.

3. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
4. He will hand over the complete charge to the Chairman of the Department before he is relieved for proceeding on EOL.
5. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. He will be relieved of his duties on 30.4.2008 (AN) by the Chairman of the Department.

The above proposal may kindly be approved in anticipation of the approval of the Board. The matter will be reported to the Board in its next meeting.

Submitted for approval, please.

Encl. : As above


DIRECTOR

Hon'ble Chairman,
Board of Governors,
NIT Kurukshetra

approved
Amir
3.4.08
(Recd)

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

No. Estt.-I/PF/ 3740


Dated : 8/4/08

Subject : Grant of Extraordinary Leave (without pay).

Dr. N.K. Gupta, Professor in Civil Engineering Department may please refer to his letter dated 24.3.2008.

He is allowed Extraordinary Leave (without pay) for a period of two years w.e.f. 1.5.2008 to 30.4.2010 to enable him to join as Principal/Director in Corporate Institute of Science & Technology, Bhopal as per approval of the Hon'ble Chairman Board of Governors in anticipation of the approval of the Board of Governors of the Institute on the following terms and conditions :-

1. Substitute will be provided on the recommendations of the Chairman, Civil Engineering Department.
2. No further extension in EOL will be granted under any circumstances.
3. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
4. He will hand over the complete charge to the Chairman of the Department before he is relieved for proceeding on EOL.
5. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. He will be relieved of his duties on 30.4.2008 (AN) by the Chairman of the Department.


Deputy Registrar (GA&L)
for Director
7/4/08

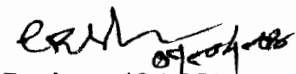
Dr. N.K. Gupta,
Professor,
Civil Engineering Department,
NIT, Kurukshetra.

Endst. No. Estt.-I/PF/ 3741-44

Dated : 8/4/08

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

1. The Secretary, Essarjee Education Society, Essarjee House, Z-10, Zone-I, M.P. Nagar, Bhopal-462011.
2. Chairman, Civil Engineering Department, NITK.
3. Assistant Registrar (Accounts), NITK.
4. Estate Section. NITK.


Deputy Registrar (GA&L)
7/4/08

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/PF/ 4255

Dated : 30/4/08

Subject : Grant of Extraordinary Leave (without pay) for two years w.e.f. 7.5.2008 to 6.5.2010 to Dr. A.K. Gupta, Professor, ECE Department.

Dr. A.K. Gupta, Professor, ECE Department vide his letter dated 2.4.2008 enclosing therewith an offer of appointment for the post of Director Academics at IMS Engg. College, Ghaziabad (copy enclosed) has earlier requested that he may be granted Extraordinary Leave for 2 years w.e.f. 1.5.2008 to 30.4.2010. Now vide his request dated 29.4.2008 he has requested that his EOL may be modified to 7.5.2008 to 6.5.2010 (copy enclosed).

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008 and the Board decided as under :-

"The Board decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future".

At present no faculty member of ECE Department is on EOL/deputation.

Dr. A.K. Gupta has been in the employment of the Institute since 2.6.1997. He has about 10¾ years service at his credit. During his service in this Institute he availed only 21 days EOL w.e.f. 26.11.99 to 16.12.99.

In view of above Dr. A.K. Gupta may be allowed 2 years Extraordinary Leave (without pay) w.e.f. 7.5.2008 to 6.5.2010 on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Chairman, Electronics & Comm. Engineering Department
2. No further extension in EOL will be granted under any circumstances.

3. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
4. He will hand over the complete charge to the Chairman of the Department before he is relieved for proceeding on EOL.
5. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. He will be relieved of his duties on 6.5.2008 (AN) by the Chairman of the Department.

The above proposal may kindly be approved in anticipation of the approval of the Board. The matter will be reported to the Board in its next meeting.

Submitted for approval, please.

Encl. : As above

[Signature]
DIRECTOR

Hon'ble Chairman,
Board of Governors,
NIT Kurukshetra

approved

[Signature]
28/4/08

(fixed already)

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/PF/4346

Dated : 5/9/08

Subject : Grant of Extraordinary Leave (without pay).

CP-4272430
Dr. A .K. Gupta, Professor in ECE Department may please refer to his letters dated 2.4.2008 and 29.4.2008.

CP-440
He is allowed Extraordinary Leave (without pay) for a period of two years w.e.f. 7.5.2008 to 6.5.2010 to enable him to join as Director Academics at IMS Engg. College, Ghaziabad as per approval of the Hon'ble Chairman Board of Governors in anticipation of the approval of the Board of Governors of the Institute on the following terms and conditions:-

- 1 Substitute will be provided on the recommendations of the Chairman, ECE Department.
- 2 No further extension in EOL will be granted under any circumstances.
- 3 In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
- 4 He will hand over the complete charge to the Chairman of the Department before he is relieved for proceeding on EOL.
- 5 He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
- 6 He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
- 7 He will be relieved of his duties on 6.5.2008 (AN) by the Chairman of the Department after completing all the formalities.

Dr. A .K. Gupta,
Professor,
ECE Department,
NIT, Kurukshetra.

ERW 5/9/08
Deputy Registrar (GA & L)

for Director
7/5/08 2/10

Endst. No. Estt.-I/PF/4347-50

Dated: 5/9/08

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

- 1 The Vice Chairman, IMS Engineering College, National Highway-24 Adhyatmic Nagar, Post Box No.-70, GHAZIABAD-201009(INDIA)
- 2 Chairman, ECE Department, NITK.
- 3 Assistant Registrar (Accounts), NITK.
- 4 Estate Section. NITK.

ERW 5/9/08
Deputy Registrar (GA&L)

7/5/08 2/10-2

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/PF/ 5505

Dated : 12/6/08

Subject : Grant of Extraordinary Leave (without pay) for two years w.e.f. 24.6.2008 to 23.6.2010 to Dr. R.C. Bhattacharjee, Professor, Civil Engg. Department.

CP - 390

Dr. R.C. Bhattacharjee, Professor, Civil Engineering Department vide his letter dated 23.5.2008 enclosing therewith an offer of appointment for the post of Director in the Global Research Institute of Management & Technology, Radaur, Yamuna Nagar issued by Sant Deepak Educational & Charitable Trust, Radaur, Yamuna Nagar (copy enclosed) requested that he may be granted Extraordinary Leave (without pay) for 2 years w.e.f. 1.7.2008 to 30.6.2010. Now vide his letter dated 6.6.2008 he has requested to grant Extraordinary Leave (without pay) for 2 years w.e.f. 24.6.2008 to 23.6.2010 instead of 1.7.2008 to 30.6.2010 and relieve him w.e.f. 23.6.2008(AN) (copy enclosed).

CP - 392

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008 and the Board decided as under :-

"The Board decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future".

Total 28 faculty staff is in position in Civil Engg. Department. At present only Dr. N.K. Gupta, Professor is on Extraordinary Leave (without pay) for 2 years w.e.f. 1.5.2008 in Civil Engineering Department

Dr. R.C. Bhattacharjee has been in the employment of the Institute since 14.8.1981. He has about 26¾ years service at his credit. He has not availed any EOL during his service in the Institute.

407

In view of above Dr. R.C. Bhattacharjee may be allowed 2 years Extraordinary Leave (without pay) w.e.f. 24.6.2008 to 23.6.2010 on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Chairman, Civil Engineering Department.
2. No further extension in EOL will be granted under any circumstances.
3. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
4. He will hand over the complete charge to the Chairman of the Department before he is relieved for proceeding on EOL.
5. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. He will be relieved of his duties on 23.6.2008 (AN) by the Chairman of the Department.

A

The above proposal may kindly be approved in anticipation of the approval of the Board. The matter will be reported to the Board in its next meeting.

Submitted for approval, please.

Encl. : As above

DIRECTOR

Hon'ble Chairman,
Board of Governors,
NIT Kurukshetra

This was faxed to me on 12.6.08 and the following was given

" This may be sanctioned subject to conditions as at (A) He also looks after the Management courses, who is to relieve him from here. The date given is 23.6.08 which is too short a notice. Anyway, Director may satisfy himself before sanctioning."

This EOL was sanctioned on 12.6.08 and faxed back.

5.7.08

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/PF/ 5578

Dated : 16/6/08

Subject : Grant of Extraordinary Leave (without pay).

Dr. R.C. Bhattacharjee, Professor in Civil Engineering Department may please refer to his letters dated 23.5.2008 & 6.6.2008.

He is allowed Extraordinary Leave (without pay) for a period of two years w.e.f. 24.6.2008 to 23.6.2010 to enable him to join as Director in the Global Research Institute of Management & Technology, Radaur, Yamuna Nagar as per approval of the Hon'ble Chairman Board of Governors in anticipation of the approval of the Board of Governors of the Institute on the following terms and conditions :-

1. Substitute will be provided on the recommendations of the Chairman, Civil Engineering Department.
2. No further extension in EOL will be granted under any circumstances.
3. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
4. He will hand over the complete charge to the Chairman of the Department before he is relieved for proceeding on EOL.
5. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. He will be relieved of his duties on 23.6.2008 (AN) by the Chairman of the Department.

Dr. R.C. Bhattacharjee
Professor,
Civil Engineering Department,
NIT, Kurukshetra.

Deputy Registrar (GA & L)
for Director

Endst. No. Estt.-I/PF/ 5079-02

Dated : 16/6/08

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

1. The Secretary, Sant Deepak Educational and Charitable Trust, Radaur, Jathlana Road, Vill. Nachraon, Radaur, Distt. Yamuna Nagar (Haryana).
2. Chairman, Civil Engineering Department, NITK.
3. Assistant Registrar (Accounts), NITK.
4. Estate Section. NITK.

Deputy Registrar (GA&L)

Speed Post
228

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/PF/ 6038

Dated : 7/7/08

Subject : Grant of Extraordinary Leave (without pay) for two years w.e.f. 1.8.2008 to 31.7.2010 to Dr. D.K. Soni, Professor (CAS), Civil Engineering Department.

Dr. D.K. Soni, Professor(CAS), Civil Engineering Department vide his letter dated 30.6.2008 enclosing therewith an offer of appointment for the post of Director-Principal in GIMT, Kanipla (Geeta Educational Trust, Kurukshetra) (copy enclosed) requested that he may be granted Extraordinary Leave (without pay) for two years w.e.f. 1.8.2008 to 31.7.2010.

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008 and the Board decided as under :-

"The Board decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future".

The faculty position of Mechanical Engineering Department is as under :-

In Position = 28
15% of available faculty = 4
Already on EOL/Deputation = 2

In view of position explained above Dr. D.K. Soni is eligible for the grant of Extraordinary Leave (without pay).

Dr. D.K. Soni has been in the employment of the Institute since 5.1.1976. He has about 31 ½ years service at his credit. He has not availed any EOL during his service in the Institute.

2/7/08
D. S. (Estt.) / Estt. I
170708

229

In view of above Dr. D.K. Soni may be allowed two years Extraordinary Leave (without pay) w.e.f. 1.8.2008 to 31.7.2010 on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Chairman, Civil Engineering Department.
2. No further extension in EOL will be granted under any circumstances.
3. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
4. He will hand over the complete charge to the Chairman of the Department before he is relieved for proceeding on EOL.
5. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. He will be relieved of his duties on 31.7.2008 (AN) by the Chairman of the Department.

The above proposal may kindly be approved in anticipation of the approval of the Board. The matter will be reported to the Board in its next meeting.

Submitted for approval, please.

Encl. : As above

11/9/12
DIRECTOR

Hon'ble Chairman, Sanction EOL for
Board of Governors, one year initially
NIT Kurukshetra

Am D
12/7/08

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/PF/ 7352

Dated : 16/7/08

Subject : Grant of Extraordinary Leave (without pay).

Dr. D.K. Soni, Professor in Civil Engineering Department may please refer to his letter dated 30.6.2008.

He is allowed Extraordinary Leave (without pay) ^{initially} for a period of one year w.e.f. 1.8.2008 to 31.7.2009 to enable him to join as Director-Principal in GIMT, Kanipla, Kurukshetra as per approval of the Hon'ble Chairman Board of Governors, in anticipation of the approval of the Board of Governors of the Institute on the following terms and conditions :-

1. Substitute will be provided on the recommendations of the Chairman, Civil Engineering Department.
2. No further extension in EOL will be granted under any circumstances.
3. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
4. He will hand over the complete charge to the Chairman of the Department before he is relieved for proceeding on EOL.
5. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. He will be relieved of his duties on 31.7.2008 (AN) by the Chairman of the Department.

Dr. D.K. Soni
Professor,
Civil Engineering Department,
NIT, Kurukshetra.

Deputy Registrar (GA & L)

for Director

Endst. No. Estt.-I/PF/ 7353-56

Dated : 16/7/08

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

1. The Gen. Secy. GIMT, Kurukshetra.
2. Chairman, Civil Engineering Department, NITK.
3. Assistant Registrar (Accounts), NITK.
4. Estate Officer NITK.

Deputy Registrar (GA&L)

4429 DATE 23/6/68

EDP	DAG	DAD	VO	CoE	C
Ch	Ch	Ch	Ch	Ch	Ma
Ch	Ch	Ch	Ch	Ch	EDG
Ch	Ch	Ch	Ch	Ch	ME

No. Estt. A/P

Subject: C

No. Estt. A/PF/ 5209

Dated : 3/6/2008

Subject :Grant of Extraordinary Leave (without pay) for two

Dr. V.P. Wani, Workshop Supdt. vide his letter dated 21.5.2008

Dr. V.P. Wani joined in this Institute on 19.7.1996. He has about

All leave rules of IIT, Delhi is applicable in the Institute. So as

- “(a) Leave upto two years may be granted in the case of staff members offered assignments abroad by the developing countries depending upon the merits of each case.

A provision be incorporated in the undertaking/agreement to be executed by a staff member before proceeding on Extra ordinary Leave(EOL) abroad on foreign assignment”.

As per Central Govt. rules under heading 6 of Extraordinary

11/11/11

The Board of Governors of the Institute is competent for grant of EOL to Workshop Supdt. But the meeting of the BOG is not being held shortly. So the Chairman, BOG is requested to grant Extraordinary Leave(without pay) to Dr. V.P. Wani for a period of 2 years w.e.f. 1.7.2008 to 30.6.2010 in anticipation of the approval of the Board, on the following terms and conditions:-

1. No further extension in EOL will be granted under any circumstances.
2. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
3. He will hand over the complete charge to the Chairman of the Mech. Engg. Department before he is relieved for proceeding on EOL.
4. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
5. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
6. He will be relieved of his duties on 30.6.2008(AN) by the Chairman of the Mech. Engg. Department.

The above proposal may kindly be approved in anticipation of the approval of the Board. The matter will be reported to the Board in its next meeting.

Submitted for approval, please.

Mr 2/6/2008
DIRECTOR

Encl. : As above

aproue?
Mr 17/6/08
Hon'ble Chairman,
Board of Governors,
NIT Kurukshetra

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

No. Estt.-I/PF/ 5726

Dated : 23/6/08

Subject : Grant of Extraordinary Leave (without pay).

Dr. V.P. Wani Workshop Supdt. of this Institute may please refer to his letter dated 21.5.2008

He is allowed Extraordinary Leave (without pay) for a period of two years w.e.f. 1.7.2008 to 30.6.2010 to enable him to join as Professor in Mechanical Engineering at GHRCE, Nagpur as per approval of the Hon'ble Chairman Board of Governors in anticipation of the approval of the Board of Governors of the Institute on the following terms and conditions :-

1. No further extension in EOL will be granted under any circumstances.
2. In case he wishes to resign from the services of the Institute during his Extraordinary Leave, he has to give three months' notice.
3. He will hand over the complete charge to the Chairman of the Mech. Engg. Department before he is relieved for proceeding on EOL.
4. He will submit "No Dues Certificates" from all concerned before proceeding on EOL.
5. He will have to vacate the Institute accommodation as well as office as per rules of the Institute.
6. He will be relieved of his duties on 30.6.2008(AN) by the Chairman of the Mech. Engg. Department.

Dr. V.P. Wani
Workshop Supdt.
NIT, Kurukshetra.

[Signature]
Deputy Registrar (GA&L)

for Director

[Signature]
17/6/08

Endst. No. Estt.-I/PF/ 5727-30

Dated : 23/6/08

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

1. The Chairman, ANKUSH SHIKSHAN SANSTHA, 345, Shraddha House, 6th Floor, Kingsway, Nagpur-440 001.
2. Chairman, Mechanical Engineering Department, NITK.
3. Assistant Registrar (Accounts), NITK.
4. Estate Officer.

[Signature]
Deputy Registrar (GA&L)

[Signature]
17/6/08

Item 14.20 To consider the panel of external experts in various subjects.

As per existing Bye-laws of the Institute, the Director is required to maintain a panel of external experts in various subjects as approved by the Board of Governors, to be revised after every two years. As per latest instructions of the MHRD, two outside experts to be nominated by the Board of Governors are required to be on the Selection Committees for direct recruitment of faculty as well as promotion/financial upgradation under CAS.

The existing two years term of the panel of the external experts already approved by the Board of Governors in its 9th meeting held on 25.2.2006 has expired on 24.2.2008.

A notification was sent to Chairpersons of all teaching departments to suggest fresh names of experts keeping in view the following observations made by the Board in its 4th meeting held on 8.12.2003:-

1. The experts should be from top class institutions throughout India.
2. Experts from private institutions and retired persons may not be included except outstanding (eminent) persons.
3. The guides of the existing staff doing Ph.D. should be avoided.

Accordingly the Chairmen of the Departments sent the names of the external experts by holding meeting of the respective Departmental Affairs Committee. The lists containing panel of the external experts will be placed on table.

The Board may consider approving the panel of external experts as suggested above for a period of two years w.e.f. the date of this BOG meeting.

Item 14.21: To note appointment of Chief Vigilance Officer of the Institute.

The Under Secretary (Vig.), Government of India, Ministry of Human Resource Development, Department of Higher Education, Vigilance Section, New Delhi vide letter No.C-34014/5/2008-Vig., dated 26th May, 2008 informed that the Competent Authority of the Ministry has approved the name of Dr. R.C.Bhattacharjee, Professor, Civil Engineering Department, NIT, Kurukshetra as Chief Vigilance Officer of NIT, Kurukshetra. A copy of the letter is enclosed as appendix XVI on page 125.

In view of the above directions, **Dr. R.C.Bhattacharjee, Professor, Civil Engineering Department has been appointed as Chief Vigilance Officer of this Institute.**

The Board may note the appointment of Chief Vigilance Officer of this Institute.

CONFIDENTIAL

No.C-34014/5/2008-Vig.
Government of India
Ministry of Human Resource Development
(Department of Higher Education)
Vigilance Section

Room No.232'C', Shastri Bhawan,
New Delhi, dated the 26th May, 2008.

To

✓ The Director,
National Institute of Technology,
Kurukshetra -136119.

Subject :- Appointment of Chief Vigilance Officer in National Institute of Technology, Kurukshetra – regarding.

Sir,

I am directed to refer to National Institute of Technology, Kurukshetra's letter No. GA-IV/CVO/2392 dated 26/2/2008 on the subject mentioned above. The competent Authority has approved the name of Dr. R.C. Bhattacharjee for appointment as Chief Vigilance Officer in National Institute of Technology, Kurukshetra. It is requested that suitable order in this regard may be issued under intimation to the Ministry.

Yours faithfully,



(K.S. Mahajan)
Under Secretary (Vig.)
Tele: 011-23386317

Item: 14.22 To consider amendment to Conduct, Discipline and Appeal (CDA) Rules of the Institute to enable imposition of penalty on employees after their retirement

The Central Vigilance Commission (CVC) vide letter No.007/VGL/074 dated 28.12.2007 has advised to all Public Sector Undertakings to make a provision in their CDA rules to allow continuation of departmental proceedings after retirement of an employee. The above decision of the Central Vigilance Commission has been taken on the basis of the judgment announced by the Supreme Court of India vide its order dated 18.05.2007 in the case of *Sh. Ramesh Chandra Sharma Vs. Punjab National Bank*. The Hon'ble Supreme Court in this case decided as under:

“...it may be true that the question of imposition of dismissal of the delinquent officer from service when he has already reached the age of superannuation would not ordinarily arise. However, as the consequences of such an order is provided for in the service rule, in our opinion, it would not be correct to contend that imposition of such a punishment would be wholly impermissible in law.”

The Supreme Court has further held that –

“The said Regulation clearly envisages continuation of a disciplinary proceeding despite the officer ceasing to be in service on the date of superannuation. For the said purpose a legal fiction has been created providing that the delinquent officer would be deemed to be in service until the proceedings are concluded and final order is passed thereon. The said Regulation being statutory in nature should be given full effect.”

“The effect of a legal fiction is well-known. When a legal fiction is created under a statute, it must be given its full effect, as has been observed in *East End Dwellings Co. Ltd. v. Finsbury Borough Council* 1951 (2) All E.R. 587 as under...”

Keeping in view the above decision of the Supreme Court of India, the Commission observed that as Public Sector Undertakings (PSUs) are non-pensionable establishments, there is no possibility of imposing any penalty of such deviant employees after their retirement, who might have committed serious lapses while in service, just before their retirement. The gratuity amount also could not be withheld unless the person had been terminated consequent to disciplinary proceedings and the question of terminating an employee or imposing a penalty retrospectively, after retirement is not legally tenable. There was a situation that even disciplinary proceedings could not be continued against them beyond the retirement.

It is worth mentioning here that the above provision already exists under Rule 9 of the Central Civil Services (Pension) Rules, 1972 for the Central Government employees. However, the above said provision is to be made in the Conduct, Disciplinary and Appeal (CDA) Rules of the Public Sector Undertaking employees.

In view of the above, the following provision may be made under the Conduct, Disciplinary and Appeal Rules of the Institute: -

“The officer against whom disciplinary proceedings have been initiated will cease to be in service on the date of superannuation but the disciplinary proceedings will continue as if he was in service until the proceedings are concluded and final order is passed in respect thereof. The concerned officer will not receive any pay and/or allowance after the date of superannuation. He will also not be entitled for the payment of retirement benefits till the proceedings are completed and final order is passed thereon except his own contribution to CPF.”

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

Item: 14.23 To consider the proposal for recruitment of an experienced Technician to handle Scanning Electron Microscope purchased from the TEQIP funds

The Board of Governors in its 10th meeting held on 28.04.2006 has decided as under:

“The Board decided to approve the proposal for purchase of Scanning Electron Microscope in the Institute out of TEQIP funds in accordance with the purchase rules laid down for making purchases under TEQIP. The Board further decided the Scanning Electron Microscope will be used as a central facility in the Institute. Further decided that the Chairman of Applied Physics Department will act as Coordinator and shall also train at least one person from each engineering Department of the Institute in operating this sophisticated instrument.”

Further, the Board of Governors of this Institute in their 11th meeting held on 10th July, 2006 while noting the action taken on the Minutes of its 10th meeting held on 28.04.2006 resolved as under:

The Board desired that Scanning Electron Microscope being procured by the Institute as approved under Item 10.19 may not be used individually by any teacher and may be handled by experienced technician (s).

In view of the above decisions of the Board, the Scanning Electron Microscope has been installed in the Physics Department. The Institute has spent a large amount in procuring this sophisticated instrument which is a basic tool having wider applications in Material Science, Engg. and Nano-technology. Hence, it cannot be handled by any unskilled person appointed on contract person and may not be able to justify the handling of the equipment worth a crore of rupees and he may not be even owe any responsibility. The person on contract basis can leave any time in between his tenure.

In view of the above, the Institute may be allowed to recruit an experienced Technician Grade ‘A’ on regular basis to handle the above said equipment under direct recruitment quota with the following pay scale, qualifications and experience:-

Pay Scale: Rs. 5000-8000 (Revised Pay Scale - Rs. 9300-34800 + 4200 G.P.)

Qualifications:-

- (i) M.Sc. in Phy. or B.Sc. (Non-medical) with two years Laboratory Experience
- (ii) One year Experience in handling Scanning Electron Microscope

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

Item : 14.24 To consider the creation of four posts for the implementation of Hindi language in official working

The Ministry of Human Resource Development, Department of Higher Education, Government of India, Rajbhasha Department have been requesting from the last so many years for the use of Hindi language in official working. For the purpose, the Institute had already constituted a Hindi Implementation Committee in the Institute for the implementation of Hindi language in the Institute in official working as well as monitoring the working from time to time. However, due to lack of proper staff, the recommendations of the Committee are not being processed in the proper spirit as required by the MHRD.

Further, the Joint Secretary (Languages), the Government of India, Ministry of Human Resource Development vide letter No. 13035-7/2004-RBS dated 06.02.2006, desired to inform the MHRD with regard to the minimum posts to be created / recruited for Hindi language implementation for obtaining approval from the Finance Department, Government of India for the creation of these posts. The Institute vide letter No. GA-IV/2674 dated 20.03.2006 sent the proposal to MHRD requesting therein for the creation of following four posts in the pay scale as mentioned against each: -

Sr. No.	Name of the Post	Pay- scale	No. of posts
1.	Hindi Translator	5500-9000	01
2.	Hindi typist	3050-4590	01
3.	Assistant (Hindi)	5000-8000	01
4.	Clerk (Hindi)	3050-4590	01

The matter has not since been decided by MHRD till date.

Furthermore, the Government of India, Ministry of Home Affairs, Raj Bhasha Department has constituted a Kurukshetra City Raj Bhasha Implementation Committee for the proper implementation of Hindi language in

official working under the Chairmanship of Punjab National Bank, Regional office Kurukshetra vide letter No. F.S.- R.K.K. (U) / Narakas / KKR/07/879 dated 09.01.2007. Since then, the Institute is regularly attending official meetings of the above said Committee. However, the decisions of the said Committee are not being processed in its proper spirit due to lack of staff required.

In view of the above, the Institute may be allowed to create atleast following two posts for the speedy and prompt implementation of Hindi language in official working of the Institute in addition to the already sanctioned posts for the non-faculty staff:

Sr. No.	Name of the Post	Pay- scale	No. of posts	Qualification
1.	Assistant (Hindi)	Rs. 5000-8000 Revised Pay scale – Rs. (9300-34800)+4200G.P.	01	(i) M.A. (Hindi) OR Graduate with Hindi (Elective). (ii) 3 years' experience as Clerk / Steno-typist (Hindi) dealing with the office work in Hindi language (iii) Knowledge of English of Matriculation standard
2.	Steno typist (Hindi)	Rs. 3050-4590 Revised Pay scale – Rs.(5200-20200)+1900G.P.	01	(i) Matric with First Division / Higher Secondary with Second Division / Graduate or equivalent (ii) 75 w.p.m in Hindi Shorthand, transcription speed 25 w.p.m. in Hindi. (iii) Knowledge of Hindi & English of Matriculation standard

The matter is placed before the BOG for consideration and decision.

Item:14.25 To consider engagement of Senior Medical Officer and Lady Medical Officer in the Health Centre of the Institute on contract basis.

The Institute has two sanctioned posts i.e. one Senior Medical Officer in the pay scale of Rs. 10,000-15,200/- and one Lady Medical Officer in the pay scale of Rs. 8000-13,500/-. Dr. K.K. Nagpal and Dr. Savitri Mangwana, were working against the above post of Senior Medical Officer and Lady Medical Officer in the Health Centre of the Institute. Dr. K.K.Nagpal and Dr. S.Mangwana both retired from the services of the Institute on 30.9.2005 and 31.8.2006 respectively. After the retirement of both the Doctors, these posts could not be filled up due to the ban imposed by the MHRD. However, for the smooth functioning of the Health Centre Services, the Doctors are being engaged on short term contract as per the decision taken by the BOG from time to time.

The Board of Governors of the Institute in their 13th meeting held on 24.01.2008 has decided as under: -

“After detailed discussion the Board approved as under: -

- i) **Dr. D.S. Saini may be engaged as Senior Medical Officer on two years contract which may be further extended at consolidated salary not exceeding the last pay drawn by him under the Government of Haryana. Other terms and conditions of his contractual appointment may be decided and reviewed by the Director from time to time.**
- ii) **Dr. (Mrs.) Sushma Rani W/o Dr. D.S. Saini may be engaged as Lady Medical Officer on two years contract which may be further extended at consolidated salary not exceeding the last pay drawn by her under the Government of Haryana. Other terms and conditions of his contractual appointment may be decided and reviewed by the Director from time to time.**
- iii) **Dr. K.K. Nagpal may be appointed on short term contract on part time basis for a period of three months extendable from time to time on consolidated salary of Rs. 21,500/- as per existing arrangement. His salary may be charged to self financing programmes of the Institute. Other terms and conditions of his contractual appointment may also be decided and reviewed by the Director from time to time.”**

In view of the above decision of the Board, both the Doctors, Dr. D.S. Saini as well as Dr. K.K. Nagpal were appointed on Contract Basis for a period of three months w.e.f. 01.03.2008 on a consolidated salary of Rs. 41,000/- and Rs. 21,500/- respectively. It is worth mentioning here that earlier for smooth functioning of the Health Centre Dr. D. S. Saini was allowed contractual appointment in the Health Centre for a period of 3 months on consolidated salary of Rs. 41,000/- per month with effect from 01.12.2007 with the approval of the Hon'ble Chairman, Board of Governors and this was also reported to the Board in its 13th meeting held on 24.1.2008.

Further, the matter was again placed before the Finance Committee in its 13th Meeting held on 29.03.2008. The Finance Committee recommended the following to the Board of Governors: -

“The Finance Committee in its 13th meeting held on 29.03.2008 desired that Dr. D.S. Saini be engaged as Senior Medical Officer on consolidated salary of Rs. 41,000/- p.m. for 6 months w.e.f 01.03.2008 to 31.08.2008 or till further orders whichever may be earlier and in the meantime efforts will be made to have a Doctor with M.D. Medicine qualifications on deputation from the Health Department, Government of Haryana.

The Finance Committee further desired that services of Dr. Sushma Saini may also be requisitioned from the Health Department, State Government of Haryana on deputation basis.”

The above minutes of the Finance Committee have not been ratified by the Board of Governors till now as the meeting of the Board has not been held after the 24th January, 2008. However, keeping in view the emergency duties, both the Doctors, Dr. D.S. Saini and Dr. K.K. Nagpal were engaged on contract basis upto 31.08.2008 on the consolidated salary as approved by the BOG.

Further, the matter was also taken up with the Financial Commissioner and Principal Secretary, Government of Haryana, Health Services, Haryana, Chandigarh for providing the services of Dr. Sushma Saini on deputation in our Institute Health Centre as a Lady Medical Officer. The Government of Haryana accepted the proposal of the Institute and Dr. Sushma Saini, DSMO, Kurukshetra was allowed to serve in our Health Centre as Lady Medical Officer on deputation basis for a period of one year. However, these orders were later on cancelled by the Government of Haryana without any reason.

Further more, on the expiry of contractual period on 31.08.2008, only Dr. D.S. Saini, had again been engaged on contract basis w.e.f. 01.09.2008 to 30.11.2008 on the approval of the same by the Hon'ble Chairman, BOG on 07.09.2008. His contractual term has further been extended w.e.f. 01.12.2008 to 28.02.2009. The action taken by the Chairman, Board of Governors for the engagement of Senior Medical Officer w.e.f 01.09.2008 to 30.11.2008 and further action taken by the Director for the period 01.12.2008 to 28.02.2009 may kindly be approved.

Now, only Dr. D.S. Saini is working in our Health Centre against the Post of Senior Medical Officer. However, the post of Lady Medical Officer is still vacant. Due to ban imposed by the Government of India, both the Posts could not be filled up on regular basis.

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

Item: 14.26 To consider empanelment of the Specialist Private Doctors as well as revision of consultation fees for providing consultation to the employees of the Institute

The BOG of the Institute in their 2nd meeting held on 19.04.2003 decided as under:-

“The Board approved the engagement of private Doctors in the different fields of specialization as per agenda item with the condition that the number of doctors on the panel be around 10-12.”

Further, the BOG in their 5th meeting held on 15.03.2004 also decided as under: –

“The Board approved action taken by the Chairman of the Board in approving panel of additional 8 Doctors as per details furnished in the agenda item.

The Board further agreed that the Doctors of additional specializations, if required, be also engaged on the existing terms and conditions so as to make available atleast three Doctors of each specialization.”

In view of the above decisions of the Board, 21 Specialist Private Doctors had been empanelled on the following terms and conditions: -

1. The Doctor will provide free consultation to the employees, their dependent, students of the Institute at their Clinic/ Nursing Home (s).
2. The Institute will pay consultation fee of Rs. 25/- per consultation valid for One week i.e. for Seven days. After Seven days fresh consultation fee will be paid to the concerned Specialist Private Doctor.
3. The patient going to these Doctors / Specialist, will get themselves referred from Health Centre of the Institute.
4. The Institute will not take any liability of the reimbursement of the amount to be incurred on indoor / outdoor, prescribed by these Specialist Private Doctors.
5. The Honorarium to these Doctors will be made after comparing the records of the Health Centres as well as these Doctors, on the expiry of every month.

Now the following Doctors have requested for the empanelment on the roster of the Institute:-

1. Dr. Rishi Pal Gupta, Consultant Ear, Nose, Throat & Head & Neck Surgeon
Agarwal Nursing Home, Salarpur Road, Kurukshetra – 136 118
2. Dr. Ram Niwas, Physiotherapist, Lifeline physiotherapy clinic, near LNJP
Hospital, Kurukshetra
3. Dr. Rakesh Pal Sharma, Consultant Psychiatrist, Agarwal Nursing Home,
Salarpur Road, Kurukshetra

These above Doctors may be allowed to be empanelled on the roster of the Institute in view of the above decision of the BOG taken in its 5th meeting held on 15.03.2004.

Furthermore, Indian Medical Association, Kurukshetra vide their letter dated 16.05.2008 has requested to raise the consultation fee to Rs. 50/- per visit. The request has been supported by the notification of the Kurukshetra University, Kurukshetra vide which it is mentioned that University has raised the consultation fee from Rs. 25 to Rs. 40 per consultation on the same terms and conditions mentioned above.

The request of the Medical Association of Kurukshetra may be considered keeping in view the hike in the price rates in the market as well as the decision taken by the Kurukshetra University, Kurukshetra in this regard. The consultation fee may be raised to Rs. 40 per consultation.

The matter is placed before the members of the BOG for consideration and decision.

Item:14.27 To consider the purchase of an Air Conditioner and UPS for the laboratory of the Health Centre

The Institute has a Health Centre for providing medical facilities to the students, employees and their dependents. The Health Centre is equipped with X-ray machines, ECG machine, Dental facilities and a good laboratory for routine tests.

Recently, the Institute has purchased costly Blood Analyzers for the laboratory of the Health Centre for conducting all blood tests including Lipid Profile, RBC Count, Platelet Count are being done in our laboratory. These Analyzers work well in winter season. However, during summer, when the laboratory temperature rose above 32°C, these stops working resulting the wrong reports. Company, which supplied these Analyzers, recommends room temperature to be kept between 15°C to 30°C for their proper functioning.

In view of the above, for the proper functioning of these Analyzers, there is a need of an Air Conditioner to keep the room temperature between 15°C to 30°C.

It is worth mentioning here that one Air Conditioner is also required in the room of Senior Medical Officer. However, instead of purchasing two Air Conditioners, only one Air Conditioner may be allowed to be purchased for the Health Centre, which may be installed in the room of Senior Medical Officer and the Analyzers may be shifted to the room of SMO.

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

Item: 14.28 Identification of sensitive places / posts / spots etc in the Department / Institutes and need of rotational

The Director (NIT), Government of India, Ministry of Human Resources Development, Deptt. of Higher Education, New Delhi vide letter No. 21-44/2008-TS-III dated 08.08.2008 has issued the following instructions with regard to identification of sensitive places / posts / spots in the Institute:

1. To start with, all the sensitive posts / places / spots may please be identified which involve work of construction, purchase & supply of various items, contracts & services, delicate work of examination and scrutiny of results, cash & accounts etc. and are, therefore, susceptible to corruption / nepotism / misuse of personal power / discretion while dealing with the members of the general public / specific clientele / NGOs / Voluntary Organisations etc.
2. Thereafter, necessary assessment should be made to find out as to whether any officers / officials are posted in those areas / sectors / places / posts / spots for more than 5 years. Thereafter, a suitable plan of rotational transfer may please be chalked out for strict compliance of the same in the accordance with the order of the Central Vigilance Commission. At the same time, it may please be ensured that the functioning of the Institute is not disturbed and the interest of the students is not compromised while undertaking the job as contemplated above.
3. The NITs have since been declared as Institutions of National Importance and any adverse remark / criticism / stricture passed by the Central Vigilance Commission in respect of an institution would certainly tarnish the image of the NITs as a whole.

It has also been requested that above aspects may also be taken into consideration while running the day to day administration and academic activities in the Institute. A copy of letter dated 08.08.2008 is placed as Appendix XVII from page 137 to 138.

Keeping in view the above directions of MHRD, we have to identify the posts which are susceptible to corruption / nepotism / misuse of personal power / discretion. As per the directions, the posts may have to be identified in Estt. Section / GA Section, Stores, Examination and Accounts Sections.

There is a complete ban on fresh recruitment since 1996 and as on 01.01.2009 we are in short of 190 posts of non-Teaching staff. However, to run smooth working of the Institute, some contractual appointments have been made. Although the work is going on, but the job responsibility of some serious / important seats can not be shouldered by the contractual persons. The Sections such as Estt. Section / GA Section, Store Section, Examination Cell and Accounts Section are having shortage of regular staff and the persons who are working in these Sections have specialized jobs responsibility.

The Board may consider and decide.

APPENDIX-XVII

**Most Immediate
Vigilance Matter**

/N.I.T. KURUKSHETRA

Order No. 379 Date 14/8/08

R	SPD	DAC	QVQ	CoE	C
E	M	Ec	Ph	Ch	Ma
Hu	CW	WE	SW	PG	PS
PE	CCN	PT	PCE	LMO	L
A	SO	BO	DS	PIS	PIC
					MBA

No.21-44/2008-TS-III
Govt. of India
Ministry of Human Resource Development
Deptt. of Higher Education

New Delhi, the 8th August, 2008.

To
The Directors,
all National Institutes of Technology (NITs).

Subject:- Identification of sensitive places/posts/spots etc in the Department/Institutes and need of rotational – regarding.

Sir,

I am directed to forward herewith a copy of the D.O. letter No. F.C.-34013/2/99-Vig. dated 8.7.2008 of Sh. Sunil Kumar, Joint Secretary & CVO in this Ministry addressed to the Joint Secretary (DLT) on the above subject and to say that necessary action as desired in the aforesaid communication may please be initiated immediately. The following steps may please be adopted in this regard and those are illustrative; but not exhaustive.

2. To start with, all the sensitive posts/places/spots may please be identified which involve work of construction, purchase & supply of various items, contracts & services, delicate work of examination and scrutiny of results, cash & accounts etc and are, therefore, susceptible to corruption/nepotism/misuse of personal power/discretion while dealing with the members of the general public/ specific clientele/NGOs/Voluntary Organisations etc.

3. Thereafter, necessary assessment should be made to find out as to whether any officers/officials are posted in those areas/sectors/places/posts/spots for more than 5 years. Thereafter, a suitable plan of rotational transfer may please be chalked out for strict compliance of the same in accordance with the order of the Central Vigilance Commission. At the same time, it may please be ensured that the functioning of the institute is not disturbed and the interest of the students is not compromised while undertaking the job as contemplated above.

4. The NITs have since been declared as Institutions of National Importance and any adverse remark/criticism/stricture passed by the Central Vigilance Commission in respect of an institution would certainly tarnish the image of the NITs as a whole/I would, therefore, request you to please take the above aspect into consideration while running the day to day administration and academic activities of the Institution.

5. I would further request you to please send a report (in duplicate) in the above matter to the Ministry so that necessary feed back may be communicated to the Vigilance Wing at the earliest as desired by them.

Yours faithfully,

Madan Mohan
(Madan Mohan)
Director(NIT)
Telefax: 23387465
FAX: 23384345

Encls: As above



CO-50180
Dy. No. 3892
Date 9-7-08

- 138 -

Confidential

GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF HIGHER EDUCATION
SHASTRI BHAVAN
NEW DELHI 110 014

SUNIL KUMAR
JOINT SECRETARY & CVO
Tele: 23382298

D.O. No.F.C-34013/2/99-Vig.

New Delhi, 8th July, 2008

Dear Shri Sinha,

In pursuance of the instructions of Central Vigilance Commission (CVC) contained in their Circular No.98/VGL/60 dated 15.4.1999 and 2.11.2001, an exercise had earlier been undertaken to identify the sensitive places/spots in the Department where rotational transfers could be implemented. A copy of list of the Bureaus/Sections so identified is enclosed. Separately in the meeting of the Internal Consultation Group (ICG) now (known as Bureau Heads meeting) held on 21.03.2003 it was agreed that officers/staff members of both the Departments shall normally be transferred on completion of five years in their posts and any relaxation in this regard would need the approval of the concerned Secretary.

2. It is proposed to review the aforesaid list. Sections or specific spots under various Bureaux/Divisions, which are susceptible for corruption, have contacts with general public/specific clientele, where there is large scope for exercise of personal power or discretion in decision making and which deals with grants to Non-Governmental Organisations (NGOs/Voluntary Organisations (VOs) etc. can be treated as "sensitive". However, the list is only illustrative and not exhaustive. Bureau Heads may recommend the "post" to be sensitive on the basis of above suggested criteria or if they perceive the place to be, even otherwise, sensitive requiring rotation of officials.

3. I shall be grateful if you could kindly identify the sensitive sections/posts/spots under your Bureau or the institutions on which the Bureau has jurisdiction and send a response to the Vigilance wing by the evening of 21st July, 2008 so that the list could be compiled for further necessary action.

With regards,

Shri N.K. Sinha,
JS (DL)

Yours sincerely,

(Sunil Kumar)

Dir (HED)

JS (HED)

27/7/08



सब पढ़ें सब बढ़ें

Item 14.29 To note the visit of Institute delegation to the University of Sunderland (UK), Binghamton University, New York and University of Toledo, Toledo (USA).

The Board of Governors of the Institute in their 13th meeting held on 24.1.2008 while considering the matter regarding academic collaboration with the University of Sunderland, U.K. has decided as under:-

- i) *A delegation of the Institute may visit the University of Sunderland, UK as well as the Binghamton University, New York, USA in one go so that expenditure involved may be less.*
- ii) *The Director may sign Memorandum of Understanding (MoU) on the spot with these universities if there is an understanding between NIT, Kurukshetra and these foreign universities.*
- iii) *The expenditure involved on the foreign visit may be met from the TEQIP where sufficient funds for training and development activities of the staff are available.*
- iv) *The Director may review as to which faculty members/officers in addition to the Director will be included in the said delegation. The Director may constitute a committee at the Institute level for taking advice in the matter".*

Accordingly it was decided at the Institute level that the Institute delegation comprising of the following faculty members/Officers of the Institute may be included in the said delegation:-

- i) Prof. R K Bansal, Dean (Academic)
- ii) Dr. V K Arora, Professor (Trg. & Placement)
- iii) Dr. A Swarup, Co-ordinator (TEQIP)
- v) Sh. R.P.S. Lohchab, Registrar

Further it was also decided that the said delegation may visit the aforesaid Universities during the 1st fortnight of September, 2008. Possibilities may be explored to visit additional nearby universities.

In the meantime permission of the MHRD was also obtained for the said visit.

Accordingly the Institute delegation comprising of the above staff members visited the University of Sunderland, UK, Binghamton University, New York and University of Toledo, Toledo, USA from 19.10.2008 to 27.10.2008. During the visit of the delegation to the above foreign universities, various areas of academic cooperation were identified. The scope of establishing academic

links between the NIT, Kurukshetra with the above Universities was also discussed.

The Memorandum of Understanding(MoU) was signed with the University of Toledo, College of Engineering, Toledo, USA. Copy of the MoU is enclosed as Appendix-XVIII (Pages 141 to 142). Further the signing of MoU with the Binghamton University, New York and the University of Sunderland, UK is under Process. The same will be placed before the BOG after it is finalized.

The Board may note the said visit and approve the MoU between NIT, Kurukshetra and the University of Toledo, College of Engineering, Toledo, USA.

**Memorandum of understanding
for Cooperation between**

**The University of Toledo
College of Engineering
Toledo, OH 43606
United States of America**

and

**National Institute of Technology (NIT)
Kurukshetra 136 119**

The University of Toledo, College of Engineering, Toledo, Ohio, United States of America and National Institute of Technology (NIT), Kurukshetra 136 119, India share an interest in active and long-term cooperation and herewith outline foundations for the further strengthening of mutual working relations.

Part I:

The co-operation will be aimed at:

1. development of international interdisciplinary conferences and related activities;
2. opportunities for students and faculty to collaborate on projects of mutual interest; and
3. offering educational opportunities to qualified students through an exchange program.

This memorandum creates the foundation for particular agreements in the above areas of cooperation.

*** Part II:**

1. Both parties agree to exchange information and share experience in those areas that will be of mutual interest.
2. Confidential information received from the other party of the agreement will be noted as such and will not be disclosed to a third party outside this agreement unless the guaranteeing party has given notice to the other party and the other party has had an opportunity to object to the disclosure.
3. Ideas, know-how, copyrights and other forms of intellectual property connected to this cooperative relationship are the property of the party that created the Intellectual property. If the intellectual property is produced jointly, the parties will negotiate how to share it.

Part III:

1. Both parties are individually responsible for their own expenditures resulting from the above activities.
2. A consequent independent agreement will be drawn up for each joint project.
3. Both parties will seek complementary financial resources for joint projects.
4. Both parties are prepared to start the cooperation without complementary financial resources.

Part IV:

The campus contacts are:

The University of Toledo:

Dr. Krishna Shenai
EECS Department
The University of Toledo
Toledo, Ohio 43606
UNITED STATES OF AMERICA

National Institute of Technology, Kurukshetra:

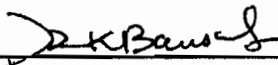
Dr. M.N. Bandyopadhyay
National Institute of Technology (NIT)
Kurukshetra 136 119
INDIA

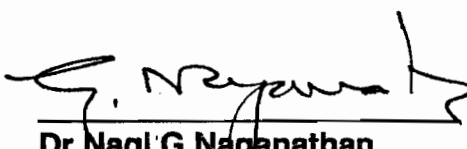
Part V:

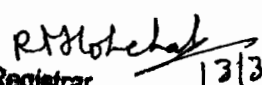
This memorandum of understanding shall remain in effect for three years beginning with the date that the memorandum is signed. The memorandum can be terminated within 60 days of having received written notice from the party wishing to end the cooperation.

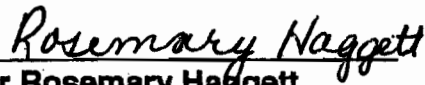
**For National Institute of Technology
(NIT)-Kurukshetra 136 119, INDIA**

For the University of Toledo


13/3/2008
Prof. R.K. Bansal
Dean (Academic)
NIT Kurukshetra
INDIA


Dr. Nagi G. Naganathan
Dean, College of Engineering
University of Toledo, Toledo
(USA)

Mr 13/3/2008
Dr. M.N. Bandyopadhyay
Director
NIT Kurukshetra
INDIA

13/3/2008
Registrar
National Institute of Technology
(Deemed University)
Kurukshetra-136119.
13.03.2008
Date


Dr. Rosemary Naggett
Provost & Executive Vice President
for Academic Affairs.
University of Toledo, Toledo
(USA)
6/8/08
Date

Item: 14.30 To consider the case of Shri Sureshth Ahuja and Shri Vikas Mittal, both Lecturers (under suspension) in Electronics and Communication Engineering Department, on the acquittal of both the Lecturers by the Special Judge, Kurukshetra and also the advice received from Central Vigilance Commission and MHRD.

Sh. Arun Sinha, Roll No.2K099, a student of this Institute studying in B.Tech. degree course (Electronics & Communication Engineering) vide his letter dated 17.12.2004 made a Complaint to Deputy Commissioner, Kurukshetra against Prof. Shreshth Ahuja and Prof. Vikas Mittal, both Lecturers in EcE Department of this Institute for demanding bribe of Rs.6000/- for getting the marks increased in a paper EcE-323 (Control System Engineering) of B.Tech. 5th semester Examination held in November/December, 2004.

Sh. Sureshth Ahuja, Lecturer in the Electronics & Communication Engineering Department of this Institute was caught red handed with Rs. 6000/- and arrested by the Police. Sh. Ahuja made a disclosure statement before the Police that he had taken the said bribe in connivance with Sh. Vikas Mittal, another Lecturer of the Electronics & Communication Engineering Department of this Institute. Sh. Vikas Mittal was also arrested by the Police on the same day i.e. on 17.12.2004.

An FIR No. 280 dated 17.12.2004 was also lodged under Section 7 and 13(1) 49 of Prevention of Corruption Act 1988. On the information given by the Police Department, both were suspended by the Institute as per rules. However, they were bailed out on 27.01.2005.

The matter was placed before the Board of Governors in its 7th meeting held on 19.02.2005. The Board decided as under: -

"The Board noted police arrest of Shri Sureshth Ahuja and Shri Vikas Mittal both Lecturers of Electronics and Communication Engineering Department of the Institute on the complaint of Sh. Ankur Sinha.

The Board further noted that both the Lecturers were put under suspension, they have been bailed out and the matter is sub-judice.

The Administration should initiate follow-up action as per the set procedure."

The Board of Governors in its 10th meeting held on 28.4.2006 while considering grant of sanction for prosecution of Shri Sureshth Ahuja and Shri Vikas Mittal, Lecturers (under suspension) in ECE Department vide Item 10.18 decided as under: -

"The Board noted in its 9th meeting held on 25.2.2006 vide item no. 9.24 it was decided that legal opinion of Shri Rajinder Singh Cheema, Advocate General, Punjab be taken if there is a prima facie case against Sh. Sureshth Ahuja and Shri Vikas Mittal then his opinion be placed before the Board in its next meeting for consideration and decision.

The Board further noted that in the legal opinion given by Shri Cheema in the affirmative manner and is a fit case for grant of sanction for prosecution under the Prevention of corruption Act in so far as the merits of the case are concerned.

The Board decided to accord sanction for prosecuting Sh. Saresht Ahuja and Shri Vikas Mittal, both Lecturers (under suspension) in the Electronics & Communication Engineering Department under the Prevention of Corruption Act.

The Board further decided that matter as regards conducting departmental enquiry may be kept pending.”

In view of the above approval by the Board, the permission for prosecution of the above employees were granted to the S.P, Kurukshetra. The Police filed a challan before the special Judge, exercising the powers under the Prevention of Corruption Act, 1988, Kurukshetra vide case No. 26/2006 on 12.06.2006.

Further, the Chief Vigilance Officer of this Institute while sending his monthly report, reported the said matter to the Central Vigilance Commission vide his letter No. CVC/3/C/867, dated 22.05.2006. After examination of the matter, the Central Vigilance Commission vide letter No. 006/EDN/027, dated 02.06.2006 issued instructions to the Institute that **NIT should appoint their own IO to inquire into the charges against Prof. Saresht Ahuja and Prof. Vikas Mittal.**

In view of the above directions of the CVC, the legal opinion was taken from our Standing Counsel of the Institute and the Charge-sheets were got prepared from him and the matter was placed before the Board of Governors in its 12th meeting held on 25.04.2007. The Board of Governors decided as under: -

“The Board approved the charge-sheet for conducting Departmental Disciplinary proceeding against Sh. Saresht Ahuja and Sh. Vikas Mittal both Lecturers (under suspension) in Electronics and Communication Engineering Department as per details furnished in the Agenda Item 12.45.

The Board further decided that some IAS (Retd) Officer or any Senior Professor of any IIT/NIT be appointed as an Inquiry Officer to conduct departmental enquiry in the matter.”

In view of the above decision of the Board, chargesheet was issued on 19.05.2007 to the above Lecturers and Dr. R.L. Sharma, Professor, Civil Engineering Department, NIT Hamirpur was appointed as Inquiry Officer to inquire the above matter on 29.10.2007. The inquiry proceedings were started by the Inquiry Officer on 30.1.2008. The proceedings have been held on 16.2.2008, 1.3.2008, 15.3.2008, 29.3.2008.

The Special Judge, exercising the powers under the Prevention of Corruption Act, 1988, Kurukshetra vide his orders dated 25.3.2008 acquitted both the Lecturers of the charges levelled against them by giving them benefit of doubt as the Complainant and Investigating Officer could not appear before the Hon'ble Court although a number of efforts were made by the Police.

In view of the above directions of the Hon'ble Special Judge, Kurukshetra, the inquiry proceedings were kept in abeyance as the proceedings were going on, on the basis of allegations made in the FIR of the Police and the allegations made in the FIR/Challan submitted by the Police were quashed by the Special Judge, Kurukshetra and the persons were acquitted by the Hon'ble Special Judge, Kurukshetra.

Further, Prof. Vikas Mittal, Lecturer (under suspension), ECE Department vide his letter dated 4.4.2008 and Prof. Suresh Ahuja, Lecturer (under suspension), ECE Department vide his letter dated 21.04.2008, have requested that pending finalization of Department Inquiry, they may be re-instated immediately and the period of their suspension may be ordered to be treated as duty period as provided in the rules.

To consider the request of above Lecturers, a legal opinion was sought from our Legal Counsel, Sh. Ajay Kumar Banewal, Advocate and Retainer of the Institute. The Legal Opinion given by Sh. Banewal is as under: -

"I have gone through the complete case file specifically the charge sheets and the replies to the charge sheet submitted by the delinquent officials and following facts clearly emerges:

- 1. Sh. Vikas Mittal and Sh. Suresh Ahuja were arrested on 17.12.2004 and they were later on suspended w.e.f. 17.12.2004.**
- 2. Both were bailed out on 27.01.2005.**
- 3. Charge sheets dated 19.05.2007 were served.**
- 4. Inquiry started on 31.01.2008 and proceedings were held on 16.02.2008, 01.03.2008, 15.03.2008 and lastly on 29.03.2008.**
- 5. Requests of Sh. Vikas Mittal and Sh. Suresh Ahuja dated 04.04.2008 and 21.04.2008 respectively have been received alongwith certified copy of the order of the Ld. Special Judge, Kurukshetra.**

It is important to observe here that delinquent officials were kept under suspension from 17.12.2004 and charge sheets were served upon them on 19.05.2007, whereas delinquent officials have come out on bail on 27.01.2005, therefore, more than 2 years already elapsed prior to serving charge sheets and during this period, they remained under suspension. This unduly prolonged suspension without any justification is, in- fact sufficient to reinstate them pending enquiry. It is advised that in future prolonged suspensions should be avoided and instructions in this regard issued by the Central Government from time to time may kindly be strictly adhered to avoid any legal complication arising out of such prolonged suspension without any justification.

Therefore, in my considered opinion both these official may be re-instated pending enquiry and the representations of Sh. Vikas Mittal & Sh. Sherestha Ahuja be sent to CVC, to seek further instructions as to whether the enquiry is to be continued or dropped as requested by officials in their representations.

**Sd/- 23.05.2008
Ajay Kumar Banewal,
Advocate"**

In view of the above Legal Opinion, the Chairman, BOG was approached vide letter dated 24.05.2008. On the basis of approval by the Chairman, BOG, both the Lecturers were re-instated with immediate effect on 29.05.2008 subject to the decision of inquiry pending against them and their action contemplated (if any) by the Central Vigilance Commission/MHRD.

As the inquiry proceedings were started on the advice of Central Vigilance Commission, the matter was referred to the Central Vigilance Commission and Ministry of Human Resource Development, Department of Higher Education, Vigilance Section, New Delhi for further advice in the matter to avoid legal complications. The Director, Government of India, Central Vigilance Commission vide letter No. 006/EDN/027/11827, dated 02.06.2008 issued the following directions in this regard: -

"As far as revocation and regularization of suspension of Sh. Vikas Mittal, consequent upon his acquittal from the court, is concerned, the NIT may take a decision on their own.

However, for failure on the part of police officials to appear before the court is a serious matter resulting in acquittal of the CO's in the case. NIT may take up the matter with DGP, Haryana for taking suitable action against the erring officials as also to consider filing an appeal against the acquittal of the CO's in trial court."

Further, the Section Officer (Vig.), Government of India, MHRD, New Delhi vide letter No. C.13011/28/2008-Vig., dated 20th June, 2008 issued the following directions in this regard: -

"pending advice from Central Vigilance Commission, the institute may continue with the departmental inquiry proceedings against the charged officials."

A copy of both the above letters received from CVC as well as MHRD are enclosed as Appendix ~~-XIX~~ from 148 page to 149.

It is pertinent to mention here that Prof. Saresht Ahuja, Lecturer, ECE Department has submitted his resignation from the post of Lecturer w.e.f. 01.08.2008 with the request that the notice period may be adjusted against the leave of the kind due at his credit. As the BOG is the appointing authority in case of Lecturer, the Hon'ble Chairman, BOG was requested to accept his resignation w.e.f.

01.08.2008 alongwith recovery of three months notice salary on account of falling short notice period. On the advice of Hon'ble Chairman, BOG, a legal opinion was taken from our Legal Counsel on the issue. On the advice of our Legal Counsel, his resignation has not been accepted and he has been advised to report for duty immediately. However, he has not joined his duty till today. The Institute has also received another letter No. X-200/SA-Dsc/Inq./6, dated 28.12.2008 for acceptance of his resignation and to regularize the period of suspension and pay dues.

The action with regard to the revocation of the suspension of both the Lecturers have already been taken on the advice of our Legal Counsel to avoid further legal complications. However, a decision regarding the following is required to be taken: -

1. Regarding the period of suspension i.e. 17.12.2004 to 28.05.2008 to be taken as duty period.
2. Regarding advice of the CVC that "for failure on the part of police officials to appear before the court is a serious matter resulting in acquittal of the CO's in the case. NIT may take up the matter with DGP, Haryana for taking suitable action against the erring officials as also to consider filing an appeal against the acquittal of the CO's in trial court."
3. Regarding continuation of the Departmental Disciplinary Proceedings against the above Lecturers.
4. Regarding the acceptance of resignation submitted by Prof. Saresht Ahuja, Lecturer, ECE Department w.e.f 01.08.2008.

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

N.I.T. KURUKSHETRA

Dy. No. 3.200... Date 2/6/08

R	DPD	Co	Dad	CVQ	CoE	C
E	M	Co	Ph	Ch	Ma	
M	CV	AS	SW	PC	PS	ERC
PE	CCN	PT	PCE	LMQ		GA
A	SO	MO	DS	PIS	PIC	MBS

No. 006/EDN/027 11827
Government of India
Central Vigilance Commission

Satarkta Bhavan, GPO Complex,
Block-A, I.N.A., New Delhi,
Dated

Sub: Disciplinary proceedings against Shri Sareshta Ahuja and Shri Vikas Mittal, both Lecturers (u/s) in Electronics and Communications Engineering Department- National Institute of Technology-Kurukshetra.

N.I.T. may refer to their letter No. Gen./Legal/CS/4062 dated 23.04.2008 on the above subject.

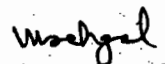
2. As far as revocation and regularization of suspension of Sh. Vikas Mittal, consequent upon his acquittal from the court, is concerned, the N.I.T. may take a decision on their own.
3. However, for failure on the part of police officials to appear before the court is a serious matter resulting in acquittal of the CO's in the case. N.I.T. may take up the matter with DGP, Haryana for taking suitable action against the erring officials as also to consider filing an appeal against the acquittal of the CO's in trial court.
4. Receipt of OM may be acknowledged and action taken be intimated at an early date.

National Institute of Technology
(Shri V.K.Sehgal, CVO)
Kurukshetra.-136119


(Shyam Kapoor)
Director

Copy to :

Director


2/6/08

NIT KURUKSHETRA			
4531		Date 26/6/08	
NO	COE	C	
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MO	L	GA	
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CONFIDENTIAL
BY REGISTERED POST

No.C.13011/28/2008-Vig.
Government of India
Ministry of Human Resource Development
Department of Higher Education
(Vigilance Section)

Shastri Bhawan, New Delhi-110001
Dated the 26th June, 2008-06-19

To

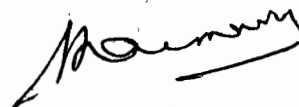
✓ Dr. M.N. Bandyopadhyay,
Director,
NIT Kurukshetra,
Kurukshetra - 136 119
Haryana

Subject: Departmental Inquiry Proceedings against Shri Sureshtha Ahuja and Shri Vikas Mittal, NIT Kurukshetra, regarding.

Sir,

I am directed to refer to your endorsement No. Gen.1/Legal/CS/4062 dated 24.04.2008 and subsequent reminder dated 26.5.2008 on the above mentioned subject and to say that pending advice from Central Vigilance Commission, the institute may continue with the departmental inquiry proceedings against the charged officials.

Yours faithfully,



(M.K. Sharma)
Section Officer (Vig.)

Discuss urgency both
20/6
27/6/08
AR (CA) / CA - D

Item 14.31 To consider grant of advance increments to the Lecturers joining with M.Tech./Ph.D. qualification.

The MHRD vide their letter No.F37-104.95-TS.II dated 9.10.1998 (copy enclosed Appendix ~~xx~~ pages 153 to 157) at the time of revision of pay scales of teachers in Centrally funded degree level technical Institutions allowed incentives for Ph.D./M.Phil/ME/M.Tech as under:-

At the time of recruitment as Lecturers, four and two advance increments will be admissible to those of the Science/Humanities faculty who hold Ph.D and M.Phil degrees respectively; and to those of the technical faculty who hold Ph.D and ME/M.Tech. Degrees respectively.

In view of above the Lecturers who at the time of recruitment were M.Tech/Ph.D were granted the increments as prescribed above because at that time the minimum required qualification for Lecturers was as under:-

For Lecturers in Engineering/Technology

First Class Bachelor's Degree in the appropriate Branch of Engineering/Technology OR First Class Master's Degree in the appropriate branch of Engineering(Engg.)/Technology (Tech.)

For Lecturers in Humanities and Sciences

Good academic record with 1st Cass at M.Sc. level (for science or at MA level (for Humanities).

OR

Good academic record with atleast 55% marks or an equivalent CGPA at the Master's level, in the relevant subject from an Indian University, or an equivalent degree from a Foreign University. Besides fulfilling this qualification, candidates should have cleared the National Eligibility Test(NET) for Lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

The AICTE vide their letter dated 15.3.2000 also allowed the same incentives for higher qualifications as per above letter of MHRD dated 9.10.1998.

The BOG in its 12th meeting held on 25.4.2007 prescribed higher threshold limit for qualifications of faculty as under :-

Qualifications for making recruitment of Lecturers in Engineering/Technology

A first class Master's Degree in the appropriate branch of Engineering/ Technology together with a First Class Bachelor's Degree in the appropriate branch of Engineering Technology.

OR

First Class Bachelor's degree in the appropriate branch of Engineering/ Technology or equivalent, valid GATE score, minimum 75 percentile; to complete M.Tech/ME in 1st division within 5 years failing which the increments will be stopped until the postgraduate degree is earned. The Institute to provide adequate opportunity to its teaching staff to complete this requirement.

(ii) Qualifications for making recruitment of Lecturers in Humanities & Sciences

Ph.D Degree in the appropriate branch of Humanities & Sciences.

OR

Good academic record with 1st class at M.Sc. level (for Science) or at MA level (for Humanities) with the National Eligibility Test(NET) for Lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

In view of above qualifications, it was presumed that for recruitment of Lecturers the minimum qualification in Engineering is M.Tech Degree and for Humanities & Sciences is Ph.D Degree. Therefore the advance increments for having M.Tech/Ph.D degree at the time of recruitment are not being granted to the Lecturers after 2007.

The prescribed higher threshold qualifications for making recruitment of lecturers has been implemented as per decision taken by the Board in its 12th meeting held on 25.4.2007. So the Institute is not following the qualifications prescribed by the AICTE.

The National Institute of Technology Teacher's Association (NITTAK) of the Institute vide their letter No. NITTAK/08-09/02 dated 27.8.2008 (copy enclosed as Appendix **XXI** page **158**) has demanded that as per the AICTE guidelines, faculty joining technical Institution is entitled to advanced increments for M.Tech. Degree/Ph.D Degree. But at present this is not being followed. This leads to resentment among the faculty members having M.Tech. /Ph.D. qualifications. Further the Association has requested that the AICTE guidelines may be implemented so that incentives for advances increments to the M.Tech./Ph.D. faculty may be granted.

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

APPENDIX-XX

No.F.37-104/95-TS.II
Government of India
Ministry of Human Resource Development
(Department of Education)

Shastri Bhavan, C Wing, N. Delhi
Dated : 9th October, 1998.

The Director
School of Planning & Architecture, New Delhi.

The Director,
National Institute of Foundry & Forge Technology, Ranchi.

The Director,
Sant Longowal Institute of Engineering & Technology,
Longowal.

The Director,
North Eastern Regional Institute of Science & Technology,
Itanagar.

The Principal
Technical Teachers Training Institute,
Chennai, Bhopal, Calcutta, Chandigarh.

Sub: Revision of pay scales of teachers in Centrally funded degree level technical institutions following the revision of pay scales of Central Government employees on the recommendations of the Fifth Central Pay Commission.

Sir,

I am directed to say that following the revision of pay scales of Central Government employees on the recommendations of the Fifth Central Pay Commission, the Government of India have, after taking into account corresponding recommendations made by All India Council for Technical Education, decided to revise the pay scales of teachers in the Centrally funded degree level technical institutions. The revision of pay scales of teachers will be subject to various provisions of the Scheme of revision of pay scales as contained in the Annexure to this letter and the other terms and conditions of service to be notified by the All India Council for Technical Education incorporating the approved pay scales and other related conditions on the lines of existing scheme(s) with the approval of the Government of India.

2. The implementation of the scheme is subject to the conditions as contained in para 4 of Ministry of Finance O.M. No.7 (34)/E.III-A/97 dated 2.12.1997 (copy enclosed) on pay revision of employees of Quasi-Government Organisations/Autonomous Organisations, Statutory Bodies, etc., set up and funded by the Central Government.

3. You are requested to formulate detailed proposal in respect of your institution and implement the same after obtaining approval of the Governing Body of your Institute.

No.F.37-104/95-TS.II
Government of India
Ministry of Human Resource Development
(Department of Education)

.....

Shastri Bhawan, C wing, New Delhi.
Dated: October 9, 1998.

To

The Secretaries dealing with Technical Education
of all States/Union Territories.

Sub: Revision of pay scales of teachers in Engineering colleges and other degree level technical institutions including Architecture, Town Planning, Pharmacy, and Applied Arts and Crafts institutions following the revision of pay scales of Central Government employees on the recommendations of Fifth Central Pay Commission.

Sir,

I am directed to say that in fulfilment of the Constitutional responsibility for coordination, determination and maintenance of standards in Higher and Technical Education, the Central Government and the All India Council for Technical Education (AICTE) have taken, from time to time, several measures. Following the revision of pay scales of Central Government employees on the recommendations of the 5th Central Pay Commission, the Central Government has revised the pay scales of teachers in Central Universities and colleges thereunder and has offered to provide financial assistance to those State Governments who wish to adopt and implement the same in their respective States.

2. It has now been decided by the Central Government, after taking into consideration the recommendations made by the AICTE and the revised pay scales of teachers in Central Universities and colleges thereunder, to revise the pay scales of teachers in the Centrally-funded degree level technical institutions. A copy of the scheme giving details of the revised scales of pay and other related provisions is enclosed (Annexure).

3. The Central Government has decided to provide financial assistance to the State Governments who wish to adopt and implement the scheme of revision of pay scales subject to the following terms and conditions:-

- (a) The Central Government will provide financial assistance to the State Governments which have opted for these revised pay scales to the extent of 80% of the additional expenditure involved in the implementation of the revision.
- (b) The State Government will meet the remaining 20% of the expenditure from their own sources.
- (c) The financial assistance, indicated above, would be provided for the period from 1.1.1996 to 31.3.2000.

contd...2

-:3:-

10. Regional Engineering Colleges are joint ventures of the Government of India and the State Governments. This Scheme of revised pay scales may be implemented by them with the approval of their respective Board of Governors.

11. The receipt of this letter may kindly be acknowledged.

Yours faithfully,



(K.N. BISWAS)
Deputy Secretary to the
Government of India
Tel. No. 3387153

Encl : as above

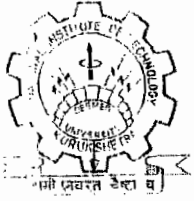
Copy forwarded for information and necessary action to:

1. Member-Secretary, All India Council for Technical Education,
Indira Gandhi Sports Complex, I.P. Estate, New Delhi-110002.
2. All Divisions in the Technical Education Bureau.



(K.N. BISWAS)
Deputy Secretary to the
Government of India

12



National Institute of Technology Teachers Association Kurukshetra- NITTAK-2008-09

President:
Dr. R. S. Bhatia,
Electrical Engg. Department

Vice-President:
Prof. N. P. Singh
ECF Department

Secretary:
Prof. Rajender Kumar
ECF Department

Joint Secretary:
Dr. V. P. Singh
Civil Engg. Department

Executive Council Members:

Dr. Mayank Dave (CSE)
Dr. S. K. Patidar (Civil Engg.)
Prof. K. K. Sharma (Electr.)
Prof. R. K. Sharma (Sports)
Dr. Diwan Singh (Civil Engg.)
Dr. Dinesh Kr. Sharma (Chem.)
Dr. B. K. Kaushik (Physics)
Prof. J. D. Gupta (Mech.)
Dr. P. C. Tiwari (Mech.)
Dr. Paras Ram (Maths)

Dated: 27.08.2008

Ref. No. NITTAK/ 08-09/ 02

Minutes of the First Executive Council (EC) Meeting of NITTAK-2008-09

First EC meeting of NITTAK (National Institute of Technology Teachers Association Kurukshetra) was held on 26.08.2008. EC resolved that the;

1. Selection grade lecturers should be redesignated as Assistant Professor under CAS from the date of acquiring Ph.D degree.
2. Grant of Sabbatical Leave should be continued as per the past practice of the Institute.
3. Newly recruited regular faculty members should be given M.Tech/ Ph.D increments as per the AICTE norms.
4. Two years gap (after acquiring Ph.D) for guiding Ph.D degree should be removed.
5. Newly recruited regular faculty members should be allowed for Ph.D registration without two years of service condition.
6. Newly recruited regular faculty members should be allowed & sponsored to attend Conferences, Workshops, Seminars as per the past practice of the Institute
7. Residential houses should be renovated i.e. Tiles in Kitchen/ Bathroom, maintenances of roads, street lights, berms and parks.
8. Residential houses should be Distempered after every 3 years instead of whitewashing every year in NIT Campus.
9. Institute should have a well equipped AMBULANCE to anticipate any accident in campus.
10. Dr. S. P. Jain and Dr. S. K. Mahana would be nominated EC member of NITTAK for the year 2008-09.

Rajender Kumar
Secretary, NITTAK-2008-09

National Institute of
Technology, Kurukshetra
Haryana - 136119
(<http://www.nitkkr.ac.in>)

- All EC Members
- [http:// www. nitkkr. ac. in](http://www.nitkkr.ac.in)

-:3:-

(vi) Age of Superannuation

The age of superannuation of teachers in degree level technical institutions would be 62 years and thereafter no extension in service will be given. However, the Institute may re-employ a superannuated teacher upto 65 years in accordance with the existing provision(s) in the Statutes/Memorandum of Association and Rules/Schemes, Regulations and Bye-laws of the Institute, as the case may be.

(vii) Other terms and conditions of service of teachers

Other terms and conditions of service of teachers shall be notified by the AICTE incorporating the approved pay scales and other related conditions on the line of existing scheme(s) with the approval of Government of India.

2. Pending the notification of terms and conditions of service by the AICTE, the revised scales of pay including arrears of salary may be given to the teachers in centrally funded degree level technical Institutions.

3. This scheme will be applicable to teachers in all the Centrally Funded degree level technical Institutions, Colleges and Deemed-to-be-Universities except IITs, IIMs, IISc, Indian School of Mines (ISM), Dhanbad and National Institute of Industrial Engineering (NITIE), Mumbai.

4. These orders are subject to the conditions as contained in para 4 of Ministry of Finance OM No. 7(34)/E.III-A/97 dated 2.12.1997 on pay revision of employees of Quasi-Government Organisations/Autonomous Organisations, Statutory Bodies etc., set up and funded by the Central Government.

5. The implementation of the revised scales will be subject to the acceptance of all the conditions mentioned in the scheme as well as of the other terms and conditions to be issued by the AICTE in this behalf.

6. The institutions are required to amend their Statutes, Memorandum of Association, Rules/Schemes, Regulations, By-laws of the Institutes, as the case may be, in line with the scheme within three months.

7. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education, Ministry of Human Resource Development for clarification.

Annexure to Ministry of Human
Resource Development, Department
of Education's letter No. 37-104/
95-TS.II dated 9th October, 1998.

Scheme of Revision of Pay scales of teachers in Centrally Funded degree level Technical Institutions following the revision of pay scales of Central Government employees on the recommendations of the Fifth Central Pay Commission.

1. (i) Pay Scales

Statement showing the existing and revised scales of pay of teachers from 1.1.1996 to 26.7.1998 is at Annexure I. For the period 27.7.98 onwards the scales contained in Annexure II would be applicable.

The revised scale of pay of Associate Professor is for the existing incumbents only on personal basis. These posts will get abolished as and when the present incumbents vacate the posts. No fresh recruitment shall be made to the cadre.

The scheme of revision of pay scales of Librarians and Physical Education personnel was included in Ministry of Human Resource Development Letter No.F.6-1/88-T.6 dated 28.02.1989. The revised pay scales for these categories as given in Annexure III will be applicable to such technical institutions where the scheme as contained in the Ministry's letter referred to above are in operation before 1.1.1996.

(ii) Incentives for Ph.D./M.Phil/ME/M.Tech.

- (a) At the time of recruitment as Lecturers, four and two advance increments will be admissible to those of the Science/Humanities faculty who hold Ph.D and M.Phil degrees respectively; and to those of the technical faculty who hold Ph.D and ME/M. Tech. degrees respectively.
- (b) One increment will be admissible to those Science/Humanities teachers with M. Phil and to those technical faculty with ME/M.Tech who acquire Ph.D within two years of recruitment.
- (c) A Lecturer with Ph.D. will be eligible for two advance increments when he moves into Selection Grade as Assistant Professor.
- (d) A teacher will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career.

(iii) Career Advancement

- (a) Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D. five years for those with M.Phil/ME/M. Tech. and six years for others as a Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade)/Assistant Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

Item 14.32 To consider grant of Sabbatical Leave for higher studies leading to Ph.D degree.

As per decision of the Board of Governors taken in its 4th meeting held on 8.12.2003 Leave rules including Sabbatical Leave for faculty in the Institute shall be same as prevalent in IIT Delhi.

In view of above Sabbatical Leave rules of IIT Delhi are reproduced as under:-

Sabbatical Leave Clause 21-C of Schedule 'D'

1. Sabbatical leave may be granted for one or more of the following objects namely: -

- (a) to conduct research or advanced studies in India or abroad.
- (b) to write textbooks, standards works and other literature; to visit or work in Industrial concerns and
- (c) Technical Departments of Government to gain practical experience in their respective fields;
- (d) to visit or work in a University, Industry or Government research laboratories in India and abroad; and
- (e) any other purpose for the academic development of the staff member, as approved by the Board of Governors.

(2) The grant of Sabbatical leave shall be subject to the following conditions, namely:

- (a) the period of Sabbatical leave shall not exceed one year at a time including vacations, if any, but the Board may grant in addition any other leave up to a maximum of 120 days which the member might have earned during the service at institute.

(b) A member of the academic staff shall, during the period of sabbatical leave, be paid full salary and allowances as admissible under the normal rules but he shall not be entitled to any traveling allowance or any extra allowance in India or aboard;

(c) No substitute shall be appointed in the vacancy and his work shall be shared by the other members of the faculty.

(d) A member of the academic staff shall not undertake during the period of sabbatical leave, any regular appointment under any other organization in India or abroad; he shall, however, be free to receive a scholarship or fellowship or bursary or any other adhoc honorarium other than his regular employment;

(e) A member of the academic staff availing sabbatical leave shall furnish a bond in the prescribed form to serve the Institute for a minimum period of three years on return to duty.

As per administrative manual of IIT Delhi Sabbatical Leave under 7.2.5 reads as under:-

Clause 21-C of Schedule D lists the objects for which sabbatical leave may be granted with the conditions under which this leave can be given. The following was also approved for Sabbatical Leave:

- (1) the requirement of sureties for bonds be waived in respect of those employees whose Institute subscription to the Provident Fund is sufficient to cover the amount of salary payable to them for the duration of ;the Sabbatical leave.
- (2) The requirement of serving the Institute for a minimum period of three years after availing sabbatical leave in terms of Clause 21-C(e) of Schedule 'D' to the Institute statutes be reduced to two years in cases where the staff member is unable to serve the Institute for a period of three years on the expiry of the sabbatical leave due to superannuation provided he/she had been called upon to shoulder a major administrative responsibility such as Head , Dean or Dy. Director immediately prior to the sabbatical leave.
- (3) no ceiling in terms of money for fellowship/scholarship be prescribed in granting sabbatical leave to academic staff, in terms of provision of the Statutes.

(4) Sabbatical leave cannot be granted for studies leading to higher degrees.

- i) For taking up prestigious visiting assignments as proposed by the Senate.
- ii) The grant of Sabbatical Leave till such time the statute get amended should be according to norms as prescribed under Clause 21 C (2) (d) of Schedule 'D' of Institute Statutes. The interpretation regarding regular appointment etc. may be left to the discretion of the Director who may in case of doubt consult the Deans' Committee.
- iii) It is clarified that while on sabbatical leave, the Faculty staying in the Campus could carry-on with his/her academic work but he/she cannot hold any administrative/financial position/responsibility in the Institute or of any other Body/Committee constitute/recognized by the Institute.
- iv) It has also been decided that the Faculty on return to the Institute after availing sabbatical leave for writing a book etc. should submit a report of the work done during the sabbatical leave.

In view of above rules the faculty members are not entitled for the grant of Sabbatical Leave for higher studies leading to Ph.D. degree.

The National Institute of Technology Teacher's Association, Kurukshetra (NITTAK) of the Institute vide their letter NITTAK/08-09/02 dated 27.8.2008 (copy enclosed as Appendix XXII page 162) has stated that entry level for IIT faculty is Assistant Professor with Ph.D degree. In our Institute more than 60% faculty is with Ph.D degree and rest of the faculty is registered for Ph.D studies. The faculty research scholars sometime need full time either to define research problem or writing synopsis. Therefore, there is dire need to allow faculty members to proceed on sabbatical leave for completion of Ph.D studies.

The matter is placed before the Board for consideration & decision.



National Institute of Technology Teachers Association Kurukshetra- NITTAK-2008-09

President:
Dr. R S Bhatia,
Electrical Engg. Department

Vice-President:
Prof. N P Singh
ECE Department

Secretary:
Prof. Rajender Kumar
ECE Department

Joint Secretary:
Dr. V P Singh
Civil Engg. Department

Executive Council Members:

Dr. Mayank Dave (CSE)
Dr. S K Patidar (Civil Engg.)
Prof. K K Sharma (Electr.)
Prof. R K Sharma (Sports)
Dr. Diwan Singh (Civil Engg.)
Dr. Dinesh Kr. Sharma (Chem.)
Dr. B K Kaushik (Physics)
Prof. J D Gupta (Mech.)
Dr. P C Tiwari (Mech.)
Dr. Paras Rani (Maths)



Dated: 27.08.2008
Ref. No. NITTAK/ 08-09/ 02

Minutes of the First Executive Council (EC) Meeting of NITTAK-2008-09

First EC meeting of NITTAK (National Institute of Technology Teachers Association Kurukshetra) was held on 26.08.2008. EC resolved that the;

1. Selection grade lecturers should be redesignated as Assistant Professor under CAS from the date of acquiring Ph.D degree.
2. Grant of Sabbatical Leave should be continued as per the past practice of the Institute.
3. Newly recruited regular faculty members should be given M.Tech/ Ph.D increments as per the AICTE norms.
4. Two years gap (after acquiring Ph.D) for guiding Ph.D degree should be removed.
5. Newly recruited regular faculty members should be allowed for Ph.D registration without two years of service condition.
6. Newly recruited regular faculty members should be allowed & sponsored to attend Conferences, Workshops, Seminars as per the past practice of the Institute.
7. Residential houses should be renovated i.e. Tiles in Kitchen/ Bathroom, maintenances of roads, street lights, berms and parks.
8. Residential houses should be Distempered after every 3 years instead of whitewashing every year in NIT Campus.
9. Institute should have a well equipped AMBULANCE to anticipate any accident in campus.
10. Dr. S P Jain and Dr. S K Mahana would be nominated EC member of NITTAK for the year 2008-09.


Rajender Kumar
Secretary, NITTAK-2008-09

National Institute of
Technology, Kurukshetra
Haryana - 136119
(<http://www.nitkkr.ac.in>)

- All EC Members
- [http:// www. nitkkr. ac. in](http://www.nitkkr.ac.in)

Item 14.33 To consider for allowing new faculty members to attend workshops/seminars/conferences in India.

The Board of Governors of the Institute in their 13th meeting held on 24.1.2008 decided as under :

“The Board decided that the newly appointed faculty who join the Institute from outside should not be allowed to proceed on tour for attending conferences, presenting papers and attending training etc. outside Kurukshetra in India and abroad and they should also not be given administrative responsibilities of the Departments/Institute for at least two years from their joining the Institute i.e. during their probation”.

Keeping in view the above decision of the Board many newly recruited faculty are deprived of from the above said facility, as a result they are unable to take part in academic and research activities outside the Institution.

The National Institute of Technology Teacher's Association (NITTAK) of the Institute vide their letter NITTAK/08-09/02 dated 27.8.2008 (copy enclosed as Appendix XXIII page 164) has stated that the newly recruited faculty is not allowed to attend workshops/seminars/conferences in India or abroad. The facility is available only to the confirmed faculty members. In order to promote academic and research activity through exchange of ideas, the same may be allowed to the newly appointed faculty at par with regular faculty in the interest of the Institute as well as the nation.

In view of above the faculty members during their probation period may be considered to attend conferences, present papers and attend trainings etc. in India.

The matter is placed before the Board for consideration and decision



**National Institute of Technology Teachers Association
Kurukshetra- NITTAK-2008-09**

Dated: 27.08.2008
Ref. No. NITTAK/ 08-09/ 02

President:
Dr. R S Bhatia
Electrical Engg. Department

Vice-President:
Prof. N P Singh
ECE Department

Secretary:
Prof. Rajender Kumar
ECE Department

Joint Secretary
Dr. V P Singh
Civil Engg. Department

Executive Council Members:

Dr. Mayank Dave (CSE)
Dr. S K Patidar (Civil Engg.)
Prof. K K Sharma (Electr.)
Prof. R K Sharma (Sports)
Dr. Diwan Singh (Civil Engg.)
Dr. Dinesh Kr. Sharma (Chem.)
Dr. B K Kaushik (Physics)
Prof. J D Gupta (Mech.)
Dr. P C Tiwari (Mech.)
Dr. Paras Ram (Maths)

Minutes of the First Executive Council (EC) Meeting of NITTAK-2008-09

First EC meeting of NITTAK (National Institute of Technology Teachers Association Kurukshetra) was held on 26.08.2008. EC resolved that the;

1. Selection grade lecturers should be redesignated as Assistant Professor under CAS from the date of acquiring Ph.D degree.
2. Grant of Sabbatical Leave should be continued as per the past practice of the Institute.
3. Newly recruited regular faculty members should be given M.Tech/ Ph.D increments as per the AICTE norms.
4. Two years gap (after acquiring Ph.D) for guiding Ph.D degree should be removed.
5. Newly recruited regular faculty members should be allowed for Ph.D registration without two years of service condition.
6. Newly recruited regular faculty members should be allowed & sponsored to attend Conferences, Workshops, Seminars as per the past practice of the Institute.
7. Residential houses should be renovated i.e. Tiles in Kitchen/ Bathroom, maintenances of roads, street lights, berms and parks.
8. Residential houses should be Distempered after every 3 years instead of whitewashing every year in NIT Campus.
9. Institute should have a well equipped AMBULANCE to anticipate any accident in campus.
10. Dr. S P Jain and Dr. S K Mahana would be nominated EC member of NITTAK for the year 2008-09.

Rajender Kumar
Secretary, NITTAK-2008-09

National Institute of
Technology, Kurukshetra
Haryana - 136119
(<http://www.nitkkr.ac.in>)

- All EC Members
- [http:// www. nitkkr. ac. in](http://www.nitkkr.ac.in)

Item 14.34 To consider re-designation of Selection Grade Lecturer as Assistant Professor under Career Advancement Scheme (CAS).

The AICTE vide letter F.No 1-65/CD/NEC/98-99 dated 31.7.2001 (copy enclosed as Appendix – XXIV pages 167 to 172) issued guidelines for process of selection and constitution of selection committees for promotion under Career Advancement Scheme for Teachers of Degree Level Technical Institutions. The guidelines at point 1.3.0 and 1.4.2 reads as under:-

1.3.0 Lecturer (Selection Grade)

Lecturers in the Senior Scale who do not have a Ph.D. degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfils the other criteria given below for the post of Assistant Professor, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the Institution, examination work, or through Research & extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Assistant Professor. They will be designated as Lecturers in the Selection Grade. They could offer themselves for fresh assessment after obtaining Master's degree and/or fulfilling other requirements for promotion as Assistant Professor and if found suitable, could be given the designation of Assistant Professor.

1.4.2 Promotion to the Post of Asstt. Professor will be through a process of selection by a Selection Committee to be set up under the Statutes/Ordinances of the concerned Institute /University or other similar Committees set up by appointing authorities.

The Govt. of India MHRD, Department of Higher Education, Integrated Finance Division, New Delhi vide letter F. No. 1-12/2006-IFD dated 25.10.2006 (copy enclosed as Appendix – XXV pages 173 to 175) has stated that though the scale of pay of Rs. 12000-18300 is granted to both Lecturer (Selection Grade) and Assistant Professor in NITs, the Lecturer (SG) is not eligible to be considered for the post of Professor under CAS. A Lecturer (SG) can be designated as Assistant Professor from the date he /she obtained a Ph.D degree and his/her services as Assistant Professor would count from that date only.

The above said letter dated 25.10.2006 was placed before the Board of Governors in their 13th meeting held on 24.1.2008. The Board decided as under :-

"The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the purpose of promotion as Professor under CAS. A lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board."

But the Board of Governors of the NIT, Karnataka, Surathkal in its meeting held on 25.3.2006 (copy enclosed as Appendix – XXVI page 176 to 177) resolved to approve the procedure of re-designation of Selection Grade Lecturers to Assistant Professors on acquiring Ph.D in future as and when the faculty member become eligible for the same.

In view of above decision of NIT, Surathkal, the faculty members of the NIT, Kurukshetra who have been awarded Selection Grade and are Ph.D. degree may be promoted to Assistant Professor from the date of award of selection grade without following the procedure of promotion of Assistant Professor under Career Advancement Scheme (CAS) provided a faculty is eligible for promotion to Assistant Professor under CAS as per Institute rules.

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



अखिल भारतीय तकनीकी शिक्षा परिषद
ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
(एनएचएचए के एक अधिनियम अंग) (A STATUTORY BODY OF THE GOVERNMENT OF INDIA)
ADDENDUM

F.No. 1-65/CD/NEC/98-99

Dated: July 31, 2001

To,

The Secretaries
Dealing with Technical Education
Of all State Governments and Union Territories

Sub. Career Advancement Scheme Guidelines for Promotion Procedures.

Ref: AICTE notification for pay scales for Degree level Technical Institutions vide No. 1-65/CD/NEC/98-99 dated March 15, 2000.

Sir,

In continuation of AICTE notification No. 1-65/CD/NEC/98-99 dated March 15, 2000, the guidelines for process of selection and constitution of Selection Committees for promotion under Career Advancement scheme for Teachers of Degree level Technical Institutions have been formulated and are described in the Annexure to this letter.

This issues with the approval of the Competent Authority.

S.K. Srivastava

(Dr. S.K. Srivastava)

Adviser (Faculty Development)

Copy to:-

1. All the Directors of Technical Education of the State Govts. And Union Territories For circulation amongst all Directors / Principal's of Degree level Technical Institutes.
2. All Vice Chancellors of Universities / Deemed Universities.
3. All the Regional Officers of AICTE at Calcutta, Mumbai, Kanpur, Chennai, Chandigarh, Bhopal and Bangalore.
4. The Deputy Secretary (T), Deptt. Of Education, Ministry of HRD, Govt. of India, Shastri Bhawan, New Delhi - 110 001

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R
APC 7/8/2001

Annexure

Career Advancement Scheme of Teachers of Degree Level Technical Institutions (Government-aided Institutions)

The Promotions under Career Advancement Scheme will follow the guidelines given below. All the promotions in career advancement will be on 'in-situ' basis and therefore the work allocation (teaching load, etc.) will remain the same after promotion.

1.1.0 General

1.1.0 Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M.Phil., M.Tech and six years for others at the level of Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade)/Asstt. Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

1.1.1 For movement into grades of Asstt. Professor and above, the minimum eligibility criterion would be Ph.D. Those without Ph.D. can go up to the level of Lecturer (Selection Grade).

1.1.2 An Asstt. Professor with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor.

1.1.3 The Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category.

1.2.0 Lecturer (Senior Scale)

A Lecturer will be eligible for placement in a senior scale through a procedure of selection, if she/he has :

- (i) Completed 6 years of service after regular appointment with relaxation of one year and two years, respectively, for those with M.Phil, M.E./M.Tech. and Ph.D.
- (ii) Participated in summer / winter schools of total duration of 4 weeks, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the All India Council for Technical Education (AICTE).
- (iii) Consistently satisfactory performance appraisal reports.

1.3.0 Lecturer (Selection Grade)

Lecturers in the Senior Scale who do not have a Ph.D. degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfil the other criteria given below for the post of Asstt. Professor, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or through Research & extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Asstt. Professor. They will be designated as Lecturers in the Selection Grade. They could offer themselves for fresh assessment after obtaining Ph.D. and/or fulfilling other requirements for promotion as Asstt. Professor and if found suitable, could be given the designation of Asstt. Professor.

1.4.0 Assistant Professor

1.4.1 A Lecturer in the Senior Scale will be eligible for promotion to the post of Asstt. Professor if she/he has

- (i) Completed 5 years of service in the Senior Scale.
- (ii) Obtained a Ph.D. degree or has equivalent published work.
- (iii) Made some mark in the areas of scholarship and research as evidenced e.g. self-assessment, reports of referees, quality of publications, contribution to education innovation, design of new courses and curricula and extension activities.
- (iv) After placement in the Senior Scale participated in winter / summer schools (short-term courses) of total duration of 4 weeks, or engaged in other appropriate continuing education programmes of comparable quality as may be specified/approved by the All India Council for Technical Education (AICTE)
- (v) Possesses consistently good performances appraisal reports.

1.4.2 Promotion to the Post of Asstt. Professor will be through a process of selection by a Selection Committee to be set up under the Statutes / Ordinances of the concerned Institute / University or other similar Committees set up by the appointing authorities.

1.5.0 Professor

In Addition to the sanctioned position of Professors, which must be filled in through direct recruitment through all India advertisements, promotions may be made from the post of Asstt. Professor after 8 years of service as Asstt. Professor.

1.5.1 The Selection Committee for promotion to the post of Professor should be the same as that for direct recruitment. For the promotion from Asstt. Professor to Professor, the following method of promotion may be followed.

The candidate should present herself/himself before the Selection Committee with some of the following:

- a) Self-appraisal reports (required)
- b) Research contribution : books , articles , etc. published. (At least four papers in Journals required)

The best three written contributions of the teacher (as defined by her/him) may be sent in advance to the Experts to review before coming for the selection. The candidate should be asked to submit these in 3 sets with the application.

- c) Seminars / Conferences attended. Must have attended at least 4 seminars / conference at national or international level or must have attended summer / winter schools (short-term courses) of total duration of 4 weeks
- d) Significant contribution to teaching/ academic environment / institutional corporate life.
- e) Adequate Extension and field outreach activities
- f) Development of course material / Monographs
- g) Participation in Continuing Education Programme
- h) Any other academic contributions.

16.0 The requirement of consistently satisfactory performance appraisal reports, shall be the mandatory requirement for Career Advancement from Lecturer to Lecturer (Senior Scale) and from Lecturer (Senior Scale) to Lecturer (Selection Grade) / Assistant Professor.

The requirement for completing the courses would be as follows:

- i) For Lecturer to Lecturer (Senior Scale), summer / winter schools courses of total duration of 4 weeks would be compulsory.
- ii) Summer / winter school courses of total duration of 4 weeks for Lecturer (Senior Scale) to Lecturer (Selection Grade) / Assistant Professor.
- iii) The senior teachers like Asstt. Professor / Lecturers (Selection Grade) and Professors may opt to attend four Seminars / Conferences in their subject area and present papers as one aspect of their promotion/selection to higher level or attend AICTE approved summer / winter schools to be offered by various approved institutions.

2.0.0 Selection Committees Recommended by AICTE

2.1.0 For Lecturer/Asstt. Professor/Professor

The following committee is recommended for all the levels of promotions/direct recruitments.

- 1) Chairman, Board of Governors
- 2) The Principal of the concerned College.
- 3) Head / Chairperson of the Department not below the rank of Professor
- 4)
 - a) Vice-Chancellor or his nominee - not below the rank of Professor in a Technical Institute.
 - b) Nominee of AICTE not below the rank of Professor.

5) Experts

- i) For Lecturers - two subject experts, out of which one must be present.
- ii) Three subject Experts - for Asstt. Professors /Professors, out of which two must be present.

Note :

- i) In case of University, Vice- Chancellor will be the Chairman of the Selection committee as well as Dean of the concerned Faculty will be the member of the Selection Committee.
- ii) In case of Government Colleges, where selections are made through Public Service Commission. The Commission must have three subject Experts for which the Public Service Commission must involve University in the selection. The Principal of the College should necessarily be included in the Selection Committee. The Commission may decide the Chairman of the Selection Committee.
- iii) At least four members including, two outside Experts must constitute the quorum.

2.2.0 For Principal

1. 1) Chairperson of the Governing Board/ Council as Chairperson.
2. AICTE nominee not below the rank of Professor / Principal.
- 3) Vice-Chancellor or his nominee, not below the rank of Principal of degree level of a Technical Institute or an equivalent academician.
- 4) Three experts not below the rank of the Principal of Degree Level Technical Institute (to be nominated by Chairman of the Governing Board).

Note :

In case of Government Colleges Public Service Commission must have three Experts not below the rank of the Principal of Degree Level Technical Institution and eminent academicians. The Commission may decide the Chairman of the Selection Committee.

5. At least four members including two outside Experts must constitute the quorum.

The process of selection should include involve the following in addition to other promoters decided by the Selection Committee:

- a) Assessment of aptitude for teaching and research.
- b) Ability to communicate clearly and effectively.
- c) Ability to analyze and discuss.

W. KURUKSHE

Dy No. 9096 Date 26/10/06

R	DPD	DAC	DAD	CVG	COE	C
E	AI	EC	CG	Ph	Ch	Ma
Hu	CV	WS	SW	PG	PS	EDC
PE	CGH	PT	PCE	UMO	L	GA
A	SO	EO	OS	PIS	PK	

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426 APPENDIX-XXV

F. No. 1-12/2006-IFD
Government of India
Ministry of Human Resource Development
Department of Higher Education
Integrated Finance Division

New Delhi, Dated: 25th October 2006

To

The Director
National Institute of Technology,
Kurukshetra - 136119

Subject: Minutes of the 8th Finance Committee meeting and 11th BOG Meeting -
clarification regarding CAS and other issues.

Sir,

Please refer to your letter No.GAV/12084-85 dated 17/10/2006 on the subject mentioned above and to say that the scheme of CAS approved by the Ministry in respect of Library Staff issued vide letter No.F20-18/2003-TS-III dated 15.02.2006 is not applicable to Librarian in the scale of pay of Rs.12000-18300 who were appointed as direct recruit either on substantive basis or for whom the scale has been granted on personal basis. It may further be added here that the sanctioned posts of Librarian for erstwhile RECs was Rs.8000-13500. As far as the existing incumbent is concerned, the Ministry had never approved creation of a post in the scale of pay of Rs.12000-18300.

2. As per the scheme of CAS approved by the Ministry for Assistant Librarian / College Librarian in the pay scale of Rs.8000-13500, such librarians would be eligible for placement in a senior scale of Rs.10000-325-15200 if he / she has: (a) completed 6 years of service as University Asstt. Librarian / College Librarian after regular appointment; (b) participated in two refresher courses/ summer institutes, each of not less than four weeks duration or engaged in other appropriate continuing education programme of comparable quality, as may be specified by the UGC/AICTE; and consistently satisfactory performance appraisal reports.

3. Further, such Assistant Librarian / College Librarian who has been placed in senior scale (Rs. 10000-325-15200) would be eligible for promotion under CAS to the post of Deputy Librarian in the scale of pay of Rs.12000-18300 if he / she has (a) completed 5 years service in the senior scale; (b) obtained a PhD degree or has an equivalent published work; (c) made significant contribution to the development of Library service in the University, as evident from self-assessment, reports of referees, professional improvement in the Library services, etc; as the case may be; (d) participated in two refresher courses/summer institutes, each of not less than four weeks' duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC/AICTE after placement in the Senior Scale; and (e) consistently satisfactory performance appraisal reports. Further promotion to the post of Deputy Librarian (Rs.12000-18300) will be through a process of selection by a Selection Committee as in the case of promotion to the post of Reader/ Assistant Professor.

Contd....

9. Receipt of this letter may please be acknowledged.

GA-II, GA-I

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4. The Scheme does not at all envisage promotion of Librarian in the scale of Rs.12000-18300 to that of the scale of Rs.16400-22400. It may also be added here that though the scale of pay of Rs.12000-18300 is granted to both Lecturer (Selection Grade) and Assistant Professor in NITs, the Lecturer (SG) is not eligible to be considered for the post of Professor under CAS. A Lecturer (SG) can be designated as Assistant Professor from the date he / she obtained a PhD Degree and his / her services as Assistant Professor would count from that date only.

5. In view of the position explained above, Shri Krishana Gopal is not eligible for promotion to the scale of pay of Rs.16400-22400 under CAS as approved by the Ministry. This position may please be brought to the notice of the BoG in its next meeting.

6. As far as the vacant posts in Autonomous Bodies are concerned, all posts which remain vacant for a period of more than one year are deemed to be abolished automatically. Such deemed abolished posts would require specific approval of the FA (HRD) Ministry of Finance for revival. Further, creation / upgradation of any posts would also require the approval of Ministry of Finance. The Board of any Autonomous Body can not create any non teaching posts. Therefore, the proposal for creation of posts duly approved by the BoG may be sent to the Ministry for obtaining necessary approval of the competent authority.

7. As far as Financial Assistance for attending International Conference is concerned, the Ministry with the approval of the Ministry of Finance had put a ceiling of Rs.1.00 Lakh in 1999 while revising the pay scales of Faculties in IITs and other Centrally Funded Institutes. The Government has not revised the ceiling so far. Incidentally it is also mentioned here that the rate of the International Air Travel has come down. In any case the norm for NITs cannot be higher than the norm being followed in IITs. Therefore the Institute may put a ceiling of Rs. 1 Lakh on attending International Conference once in three year for presenting an approved paper or chairing a session as per practice being followed in IIT. The faculties may approach other funding agencies like DST, CSIR, UGC, ICSSR, AICTE, etc. for additional expenditure if any. DA rate should be same as that approved by Government of India.

8. It may be also clarified that while CPF facilities can be extended to an employee appointed on contract for a period more than 1 year, a regular employee of the Institute cannot hold a higher post in the same Institute on contract basis. Such posts may be filled on deputation and it would not be applicable to those in the line of promotion. The Institute

should follow Government of India norms in this regard.

9. Receipt of this letter may please be acknowledged.

Copy for information to:

- 1) Deputy Educational Advisor, (NIT) / TS - III
- 2) Registrar, NIT Kurukshetra

Yours faithfully,

(B.K. Ray)

Desk Officer

Tel. No. 2338 8608

BOG Meeting dt- 25.3.2006.

ITEM NO. D3: Implementation of Career Advancement Scheme to the Faculty members.

.....

The members felt that the quality of teaching was being affected because of the shortage of teaching staff in many departments. The Board was informed that nearly 50 vacancies have been unfilled since last 4 years. It was also pointed out that the Career Advancement Scheme (CAS) was not implemented during the last two years which has resulted frustration among the existing staff. In view of maintaining excellence and quality in the education, the Board resolved to authorize the Director to conduct the CAS interviews as per the AICTE Scheme. The Director was also authorized to release Blanket advertisement for all departments inviting applications for the posts of Professor, Asst. Professor and Lecturer strictly following the AICTE norms.

The Board resolved to approve the redesignation of the following faculty members from Selection Grade Lecturer to Asst. Professor w.e.f. the date of their acquiring Ph.D.

- | | | |
|----|---------------------|---|
| 1. | Dr. Jagannath Nayak | Department of Metallurgical & Materials Engg. |
| 2. | Dr. Vijay Desai | Department of Mechanical Engg. |

The Board further resolved to approve the procedure of redesignation of Selection Grade Lecturers to Asst. Professors on acquiring Ph.D degree in future as and when the faculty member become eligible for the same.

N. H. S. H. S.

HPG/29/7/08

Registrar
National Institute of Technology Karnataka, Surathkal
P.O. Srinivasnagar, MANGALORE-575 025
KARNATAKA STATE, INDIA

List of Selection Grade Lecturers who were re-designated as Asst. Professors from the date of acquiring Ph.D. Degree as per BOG Resolution.

1. Dr. Jagannath Nayak, Met. & Mat. Engg.
2. Dr. Vijay Desai, Mechanical Engg.
3. Dr. Kiran G. Shirlal, Applied Mechanics
4. Dr. Narendranath S., Mechanical Engg.
5. Dr. K.B. Kiran, Humanities, SS&M.
6. Dr. C.Krishna Mohan, MACS

Attested

[Signature]
23/7/08

Registrar
National Institute of Technology Karnataka, Surathkal
P. O. Shivadasnagar, MANGALORE-575 025
KARNATAKA STATE, INDIA

- Item 14.35 To consider the recommendations of the Committee constituted to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service.

As per instructions issued by the AICTE vide their letter No. FD/PSSC/Clarif./2003/1 dated 17.12.2003 a Lecturer in the senior scale will be eligible for promotion to the post of Assistant Professor if he/she has Master's Degree and completed five years of service at the level of Lecturer (Senior Scale). Those who do not have Ph.D degree, they are required to obtain Ph.D degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor.

Accordingly the Lecturers (Senior Scale) were promoted as Assistant Professor under CAS. The MHRD, IFD, New Delhi vide their letter dated 25.10.2006 informed that a Lecturer(Selection Grade) can be designated as Assistant Professor from the date he/she obtained a Ph.D Degree and his/her services as Assistant Professor would count from that date only. The MHRD vide their letter dated 4.4.2007 clarified that irrespective of the date on which a faculty completes prescribed length of service under CAS regulations there would be a uniform date i.e. 1st July. The MHRD further clarified that the notional service rendered in the grade of Lecturer (Selection Grade) and Assistant Professor cannot be clubbed together for the purpose of qualifying service for the post of Professor. The service rendered as Assistant Professor alone would only count as qualifying service for the post of Professor.

In view of above instructions the dates of qualifying service for Senior Scale, Selection Grade and designation of Assistant professor were shifted to 1st July of the year in which they were eligible (prior to 1st July of the year) vide letters dated 20.6.2007 except the faculty members

who were not Ph.D. at the time of grant of designation of Assistant Professor under CAS.

To decide the qualifying service of the faculty who were promoted as Assistant Professor (CAS) without Ph.D., the MHRD vide this office letters dated 16.7.2007 & 19.9.2007 was requested to clarify the following :-

1. Whether a non Ph.D Lecturer(Senior Scale) is eligible to become Assistant Professor under CAS as per guidelines issued by the AICTE

OR

Only Ph.D Lecturer (Senior Scale) can become Assistant Professor under CAS and that too from the date he/she acquired Ph.D Degree irrespective of his/her date of eligibility to become Assistant Professor as per guidelines issued by the MHRD.

2. Whether the experience rendered as Assistant Professor under CAS can be counted towards experience required for the post of Professor advertised under direct recruitment.

In response to letter referred to above, the MHRD vide letter dated 26.9.2007 clarified that Ph.D. is must for the purpose of promotion as Assistant Professor under CAS.

The letters dated 25.10.2006 and 4.4.2007 were also placed before the Board of Governors in their 13th meeting vide item 13.37 for ratification. The Board of Governors of the Institute in their 13th meeting held on 24.1.2008 decided as under:-

“The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the

purpose of promotion as Professor under CAS. A lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board.”

Some faculty members are representing that the above decision of the Board may not be implemented in their case because when they were selected as Assistant Professor (CAS) in 2004 the eligibility of Assistant Professor was “Master’s Degree and completed five years of service at the level of Lecturer (Senior Scale). Those who do not have Ph.D. Degree, they are required to obtain Ph.D. Degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor”. They have further stated that their qualifying service as Assistant Professor under CAS should be as per existing rules at that time. So a Committee at the Institute level was constituted to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service in respect of faculty members who were granted designation of Assistant Professor (CAS) without Ph.D.

The Committee recommended that a faculty is required 8 years of service as Lecturer (Selection Grade) for promotion to the post of Professor under CAS. He must possess Ph.D. at the time of eligibility for promotion to the post of Professor under the CAS. The date of eligibility will be considered on coming 30th June. The earliest date of award of Lecturer Selection Grade has been considered as 5.11.1999. The recommendations of the Committee are enclosed as Appendix- XXXVII pages 181 to 195.

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

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

APPENDIX-XXVII

63

No.

Dated: 16.6.2008

**Subject: Recommendations of the committee to examine the issues relating to
(i) Date of qualifying service (ii) Eligibility for promotion as Professor
under CAS for various faculty member as per office order
No. Estt.-I/PF/ dated 16.05.2008.**

The committee met in the office of Dean (Academic) on various dates and the final recommendations of the Committee which met on 16th June, 2008 at 3:00 PM are as under:

The CAS interviews for the post of Assistant Professor were held in July/August, 2004 and beside other faculty members, the faculty members mentioned in Column A of Table 1 were promoted to the post of Assistant Professor vide notification No. GA-1/CAS/7762 dated 29.10.2004 (Annexure-1). The date of their eligibility was notified vide this office letter No. GA-I/CAS/1584 dated 21.2.2006 (Annexure-II) as per recommendations of 4th BOG meeting notification No. BOG-4/4.19/1209 dated 6.2.2004 (Annexure II a). The date of qualifying service as Assistant Professors for these faculty members was notified as given in Column B of Table-1. It may be mentioned here that the eligibility condition for the post of Assistant Professor under CAS at that time was M.Tech with five years of service at senior scale level and to acquire Ph.D within seven years from the date of his/her promotion (As per AICTE norms Annexure-III).

Table 1

Sr. No.	A Name Dr./Prof./Sh./Ms	Department	B Date of qualifying service already notified as Asstt. Prof.	C Re-fixed date of qualifying service as Assistant Professor	D Date of eligibility for Professor under CAS
1	Hari Singh	Mechanical	5.11.1999	1.7.2000	30.6.2008
2	P.C.Tiwari	Mechanical	5.11.1999	1.7.2000	30.6.2008
3	S.K Patidar	Civil	2.8.2000	1.7.2001	30.6.2009
4	Ashwani Jain	Civil	3.8.2000	1.7.2001	30.6.2009
5	A.K. Singh	Computer	9.10.2003	1.7.2004	30.6.2012
6	L.M. Saini	Electrical	6.11.1999	1.7.2000	30.6.2008
7	Jyoti Ohri	Electrical	9.10.2003	1.7.2004	30.6.2012(if she attains Ph. D. before

The MHRD letter no. F.20-18/2003-TS-III dated 4.6.2004 for re-fixing the date of qualifying service for all the candidates promoted under CAS was fixed as first July of every calendar year in which they were eligible was implemented by the Institute after approval in the 12th BOG meeting (Annexure-V). The re-fixing was done vide notification No. GA-I/CAS/4751 (Annexure VI) dated 20.6.2007 but the matter of re-fixing of qualifying date as Assistant Professor for these candidates was kept under examination as per the same notification. The Committee feels that the re-fixing of qualifying date as Assistant Professor for these faculty members may also be adopted as for other candidates as per Column C of Table-1.

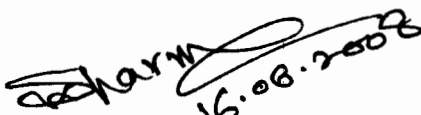
Further the recommendations of the 13th BOG meeting vide Item 13.37 as notified vide notification No. GA-I/2543 dated 5th March, 2008 (Annexure-VII) should be made applicable for future promotions under CAS. Thus the candidates listed in Table-1 who were promoted and their promotions were approved in the 6th BOG meeting should be eligible for the post of Professor after 8 years of qualifying service as Assistant Professor which is given as per Column-D of Table 1.


Table 2

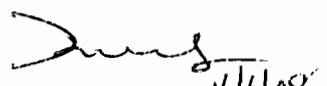
Sr. No.	Name Dr./Prof./Sh./Ms	Department	E Date of qualifying service already notified as Asstt. Prof.	F Re-fixed date of qualifying service as Assistant Professor	G Date of eligibility for Professor under CAS
1.	S. Deswal	Civil	5.11.2004	1.7.2005	30.6.2013

Further, as notified by notification No. GA-I/CAS/6069 dated 30.5.2006, the date of qualifying service as Assistant Professor of Sh. S Deswal was as per Column E of Table 2. Also as per notification No. GA-I/CAS/4747 dated 20.6.2007, the re-fixing of qualifying date of this candidate was under examination. Using the same criteria, as for other seven candidates, the Committee recommends that the date of eligibility of Sh. S Deswal may be made as per Column F and G of Table 2. The case of Mrs. Manjula Sharma would be taken up separately in the next meeting of the Committee.


(G.R. Samantaray) 16.06.08


(S.K. Sharma) 16.06.2008


(S.P. Jain) 11/11/08


(R.K. Bansal) 16/6/08

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KURUKSHETRA-136 119


No GA-I/CAS/ 7762

Dated : 29/10/2004

OFFICE ORDER

On the basis of recommendations made by the Selection Committee meetings held on 31.7.2004 and 1.8.2004 relating to implementation of the Career Advancement Scheme, duly approved by the Board of Governors in their 6th meeting held on 30.9.2004, the following Lecturers (Senior Scale/Selection Grade) are hereby promoted as Assistant Professors in the pay scale of Rs. 12,000-420-18,300 under the Career Advancement Scheme as per instructions of AICTE/MHRD. They will get actual monetary benefits on account of the aforesaid promotion from the date of approval of above mentioned recommendations by the Board of Governors i.e. 30.9.2004:-

<u>Sr.No.</u>	<u>Name</u>	<u>Department</u>
1.	Dr. Dinesh Kumar (Selection Grade)	Chemistry Department
2.	Dr. D.P. Singh (Selection Grade)	Chemistry Department
3.	Dr. S.K. Malina (Selection Grade)	Physics Department
4.	Dr. J.K. Quamara (Selection Grade)	Physics Department
5.	Dr B.K. Kaushik (Selection Grade)	Physics Department
6.	Ms. Manjula Sharma (Sr.Scale)	Humanities Department
7.	Dr. P.J. Philip (Selection Grade)	Humanities Department
8.	Dr. Puneet Tandon (Senior Scale)	Mechanical Engg. Deptt.
9.	Dr. Hari Singh (Selection Grade)	Mechanical Engg. Deptt.
10.	Dr. P.C. Tiwari (Selection Grade)	Mechanical Engg. Deptt.
11.	Dr. Arun Goel (Sr.Scale/AP)	Civil Engg. Deptt.
12.	Dr. S.M. Gupta (Selection Grade/AP)	Civil Engg. Deptt.
13.	Dr. N.T. Rao (Selection Grade)	Civil Engg. Deptt.
14.	Dr. K.K. Singh (Senior Scale)	Civil Engg. Deptt.
15.	Dr. S.K. Patidar (Senior Scale)	Civil Engg. Deptt.
16.	Dr. Ashwani Jain (Senior Scale)	Civil Engg. Deptt.
17.	Dr. Mayank Dave (Senior Scale)	Computer Engg. Deptt.
18.	Dr. A.K. Singh (Senior Scale)	Computer Engg. Deptt.
19.	Dr. Rajoo Pandey (Senior Scale)	ECE Department
20.	Dr. L.M. Saini (Selection Grade)	Electrical Engg. Deptt.
21.	Dr. G.N. Pillai (Senior Scale)	Electrical Engg. Deptt.
22.	Ms. Jyoti Ohri (Senior Scale)	Electrical Engg. Deptt.

Further as per AICTE instructions a Lecturer (Senior Scale) without Ph.D. Degree will be required to obtain Ph.D. Degree within a 

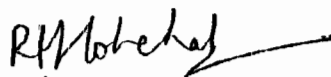
P.T.O.

period of 7 years from the date of his/her promotion to the post of Assistant Professor. Accordingly Mrs. Jyoti Ohri, Lecturer (Senior Scale), Electrical Engineering Department is required to obtain Ph.D. Degree within a period of 7 years from the date of her promotion as Assistant Professor, failing which she will be reverted back to her present position. However, Mrs. Manjula Sharma, Lecturer (Senior Scale), Humanities Department is required to obtain Ph.D. Degree before her retirement on superannuation, failing which she will abide by the decision which may be taken by the Board in this regard in future.

It may however be mentioned that Dr. Arun Goel and Dr. S.M. Gupta are already working as Assistant Professor w.e.f. 3.9.2001 through Direct selection.

Their pay fixation will be done separately as per rules.

PS: Dr. G.N. Pillai and Dr. N.T. Rao are presently on EOL. They will be eligible to get financial benefit on their return from EOL.


Registrar
for Director

Copy of the above is sent to the following for information and necessary action:-

1. Above concerned persons.
2. Chairmen of the concerned Departments.
3. Deputy Registrar (Acs.).
4. Estate Officer.
5. Personal files of the concerned persons.

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No. GA-I/CAS/1584

Dated : 21-2-2006

OFFICE ORDER

This refers to the office order bearing No. GA-I/CAS/7762 dated 29.10.2004 in connection with promotion of the Lecturers (Senior Scale/Selection Grade) as Assistant Professors in the pay scale of Rs. 12000-420-18300 under the Career Advancement Scheme as per instructions of AICTE/MHRD. The dates of qualifying service as Assistant Professor would be as under and the date of actual monetary benefit on account of the aforesaid promotion would remain as 30.9.2004 as already notified:-

Sr. No	Name Dr./Prof./Sh./Ms	Department	Date of qualifying service as Asstt.Prof.
1.	Dinesh Kumar (Selection Grade)	Chemistry	5.11.1999
2.	D.P. Singh (Selection Grade)	Chemistry	5.11.1999
3.	S.K.Mahna (Selection Grade)	Physics	5.11.1999
4.	J.K.Quamara (Selection Grade)	Physics	5.11.1999
5.	B.K. Kaushik (Selection Grade)	Physics	5.11.1999
6.	P.J. Philip (Selection Grade)	Humanities	5.11.1999
7.	Puneet Tandon (Sr.Scale)	Mech.Engg.	2.8.2000
8.	Hari Singh (Selection Grade)	Mech.Engg.	5.11.1999
9.	P.C.Tiwari (Selection Grade)	Mech.Engg.	5.11.1999
10.	Arun Goel (Sr.Scale./AP)	Civil Engg.	3.8.2000
11.	S.M. Gupta (Selection Grade)	Civil Engg.	5.11.1999
12.	N.T. Rao (Selection Grade), Resigned	Civil Engg.	10.6.2000
13.	K.K. Singh (Senior Scale)	Civil Engg.	5.11.1999
14.	S.K. Patidar (Senior Scale)	Civil Engg.	2.8.2000
15.	Ashwani Jain (Senior Scale)	Civil Engg.	3.8.2000
16.	Mayank Dave (Senior Scale)	Computer Engg.	9.10.2003
17.	A.K. Singh (Senior Scale)	Computer Engg.	9.10.2003
18.	Rajesh Pandey (Senior Scale)	ECF	9.10.2003
19.	L.M. Saini (Selection Grade)	Elect.Engg.	6.11.1999
20.	G.N. Pillai (Sr. Scale), Resigned	Elect.Engg.	31.12.2001
21.	Jyoti Ohri (Senior Scale)	Elect.Engg.	9.10.2003

As per AICTE/MHRD instructions the period between the date of qualifying service and the date of actual monetary benefit shall not be counted towards any financial liability - notional or actual - on part of the Institute.

It may be noted that the above office order is subject to terms and conditions of CAS as issued by the AICTE and the MHRD from time to time.


21/12/2006
Deputy Registrar (GA)
for Director

Copy of the above is sent to the following for information and necessary action :-

1. All concerned.
2. Chairmen of the concerned departments.
3. Deputy Registrar (Acs.)
4. Estate Officer.
5. Personal files of the concerned.

Give a copy to
all teachers.

or
6/2

**NATIONAL INSTITUTE OF TECHNOLOGY,
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No. BOG-4/4.19/ 1209

Dated: 6/2/2004

Item 4.19 To consider the implementation of Career Advancement Scheme (CAS) as per latest instructions of Govt. of India and AICTE.

The Board of Governors of the Institute in their 4th meeting held on 8.12.2003 has decided as under:-

"After detailed discussion the Board decided as under:-

- (iii) The matter regarding seniority of persons recruited through CAS vis-a-vis those recruited directly be deferred and put up in the next BOG meeting.
- (iv) As per revised Career Advancement Scheme issued by the AICTE vide its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003, promotion as Professor has to be made from the post of Assistant Professor after 8 years of service as Assistant Professor.

However, as per clarification furnished by the AICTE in the same letter of 10.9.2003, the experience of Selection Grade Lecturer is to be considered equivalent to that of Assistant Professor after acquiring the Ph.D. A clarification should be sought whether period of service as Selection Grade Lecturer prior to acquiring Ph.D. is to be considered equivalent to that of Assistant Professor.

- (iii) As per clarifications issued by the Govt. of India, MHRD vide their letter F.No. 37-104/95-TS-II dated 14.6.1999, the benefits of the CAS be allowed w.e.f. 9.10.1998 or from the date of eligibility for promotion under the CAS whichever is later.
- (iv) The Board decided to adhere to the clarifications in all other matters as per clarifications furnished by the AICTE vide its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003.
- (v) The clarifications issued by the AICTE vide its letter No. FD/PSSC/Clarif./2003/1 dated 19.9.2003 under sub paras (ii), (iii) and (iv) may also be adhered to.
- (vii) As per instructions contained in the Govt. of India, MHRD, New Delhi letter No. F.20-18/2003-TS.III dated 15.9.2003, the promotion under CAS shall be effective after approval of recommendations of the Selection Committee by the BOG of the Institute.

- (ix) The Board noted and ratified composition of the Selection Committee for promotion to the level of Professors, Assistant Professors and Lecturers under CAS as well as for direct recruitment as contained in the Govt. of India, letter dated 15.9.2003 under reference.

The Board referred to the constitution of the Selection Committee for teaching posts as per rule no. 12(3) of the Rules/MOA of the Institution and decided that in addition to above Committee, Head of the Department concerned in the Institute (in place of one of the nominees of the Board, if the post for which selection is being made is lower in status than the one occupied by the Head of the Department) will also act as member on the Selection Committee for CAS as well as for direct recruitment.

The Board authorized the Chairman of the Board to nominate two external experts out of the panel of experts on behalf of the Board on the above Selection Committees required from time to time.

The eligibility criteria and other terms & conditions for promotion under CAS shall be the same as circulated by the Govt. of India and AICTE from time to time".

This is for your information and necessary action.

Encl: BOG Agenda Item 4.19

R. K. Lohia
REGISTRAR *26/02/2004*

1. Dean Academic.
2. Chairmen, all Teaching Deptts**
3. Dy.Registrar (GA).
4. Dy.Registrar(Accounts).

****for circulation amongst faculty.**

Appendix-1

**Revised Career Advancement Schemes for Teachers of
Degree Level Technical Institutions.**

1.1 General

1.1.0 Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M. Phil., M.Tech., and six years for others at the level of Lecturer, and for eligibility to move into the grade of Lecturer (Selection Grade)/ Assistant Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

1.1.1 For movement into grades of Professor, the minimum eligibility criterion would be Ph.D. Those without Ph.D. can go up to the level of Lecturer (Selection Grade)/Assistant Professor.

1.1.2 An Assistant Professor with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor.

1.1.3 The Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category.

1.2 Lecturer (Senior Scale):

A Lecturer will be eligible for placement in a senior scale through a procedure of selection if she/ he has:

- (i) Completed 6 years of service after regular appointment with relaxation of one year and two years respectively, for those with M.Phil, M.E.,/ M. Tech. and Ph.D.
- (ii) Participated in summer / winter schools of total duration of 4 weeks, or engaged in other appropriate continuing education programme of comparable quality as may be specified or approved by the All India Council for Technical Education (AICTE).

- (iii) Consistently satisfactory performance appraisal reports.

1.3 Lecturer (Selection Grade):

Lecturers in the Senior Scale who do not have Master's degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfils the other criteria given below for the post of Assistant Professor, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or through Research & extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Assistant Professor. They will be designated as Lecturers in the Selection Grade. They could offer themselves for fresh assessment after obtaining Master's degree and/or fulfilling other requirements for promotion as Assistant Professor and if found suitable, could be given the designation of Assistant Professor.

1.4 Assistant Professor:

1.4.1 A Lecturer in the senior scale will be eligible for promotion to the post of Assistant Professor if he/ she has:

- ✓ (i) Master's Degree and completed five years of service at the level of Lecturer(senior scale). Those who do not have Ph.D degree, they are required to obtain Ph.D degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor.

AND

- (ii) Made some mark in the areas of Scholarship and Research; as evidenced e.g. self assessment, report of referees, quality of publication, contribution to education /innovation, development of new courses and curricula and extension activities.
- (iii) After placement in the senior scale participated in winter/ summer schools (short-term courses) of total duration of 4 weeks, or engaged in other appropriate continuing education programmes of comparable quality as may be specified / approved by the AICTE.

ANNEXURE - IV

70

No.F.20-18/2003-TS-III

Government of India

Ministry of Human Resource Development
Department of Secondary & Higher Education

New Delhi

June 4, 2001

OFFICE MEMORANDUM

SUBJECT: - Introduction of Career Advancement Scheme (CAS) for members of faculty in National Institutes of Technology (NITs) - Clarification regarding crucial date, qualifying service & seniority etc.

The undersigned is directed to refer to this Ministry's Office Memorandum (OM) of even number dated 15th September 2003 and subsequent clarifications issued on 4th March and 6th April 2001 respectively on the subject mentioned above and to say that the initial date of introduction of CAS in a REC/NIT shall be the actual date of notification regarding implementation of the revised scale of pay in the Institute but not the retrospective date of implementation of the revised scales of pay i.e. 01-01-1996. Further, the crucial date for determining the fulfilment of eligibility criteria for promotion under CAS shall be 1st July of every calendar year. This is to say that all those persons who have fulfilled the prescribed criteria for promotion prior to 1st July shall be considered *en bloc* as a batch and the *inter-se* seniority of those actually promoted, as a batch shall be maintained with reference to their original seniority in the initial entry grade. However, where promotion of more than one batch has taken place together, all persons of the first batch shall rank senior *en bloc* to the next batch and like wise.

9/10/98
Statement no
5/11/99

2. It is also clarified that the period between the crucial date and the date of the meeting of the BOG in which promotions recommended under CAS are approved shall count as qualifying service for future promotion without entailing any financial liability -notional or actual- on part of the Institute. However, this would not be applicable in respect of those who have not been found suitable for promotion in the first instance where the benefits would be given from the date of the meeting of the BOG only.

1st July & dated

3. All cases of promotions made/to be made under CAS in NITs may accordingly be regulated as per this clarifications excepting those where a member of the faculty has already retired.

(Dr. G L Jambulkar)
Deputy Educational Adviser
Tel: 2338 4276

- Item No. 12.36** To consider the retention of House No. BA-3 by Smt. Usha Rani Arora, w/o Late Sh. Ramesh Kumar Arora, Ex-Finance Officer of this Institute.

The Board noted that several houses are lying vacant in the campus. The Board decided that Smt. Usha Rani Arora w/o Late Sh. Ramesh Kumar Arora, Ex-Finance officer of this Institute be allowed to retain the Institute accommodation House No. BA-3 for a period of one year w.e.f. 4.4.2007 on market rent. The Board did not agree to give the house to her beyond 3.4.2007 on normal license fee

- Item No. 12.37** To consider provision of CAS for Dr. Krishan Gopal, Librarian under the Career Advancement Scheme (CAS)

The Board decided that this matter be referred to the MHRD for advice.

- Item No. 12.38** To consider the superannuation age in respect of the Lecturer of Physical Education


The Board decided that this matter be referred to the MHRD for advice.

- Item No. 12.39** To consider delegation of powers to the Director to appoint Lecturers on contract basis in Teaching Departments of the Institute.

The Board delegated the powers to the Director to appoint Lecturers on contract basis upto one academic year against vacant posts in Teaching Departments of the Institute to maintain efficiency of teaching.

- Item No. 12.40** To consider date of qualifying service for placement/promotion of faculty members under Career Advancement Scheme (CAS)

The Board noted as under:-



- (i) In July 2000 the Institute implemented Career Advancement Scheme w.e.f. 9.10.1998 or from the date of eligibility whichever was later as per instructions of the MHRD.
- (ii) Thereafter the CAS was put to hold till 2003 as per instructions of the State Govt. of Haryana and the MHRD.
- (iii) The MHRD issued instructions on implementation of the CAS during 2003 and after 2003.

* The Board decided that the Institute should re-fix the dates of qualifying service of the faculty members who have already got Senior Scale/Selection Grade and promotion under CAS as 1st July of the year in which they were eligible (prior to 1st July of the year) as per instructions contained in the MHRD letter No. F.20-18/2003-TS-III dated 4.6.2004 and letter No. F.29-3/2006-IFD dated 4.4.2007 received from the Integrated Finance Division of the MHRD. copy?

Item No. 12.41 To consider promotion under Career Advancement Scheme (CAS) after two years in case a faculty member is found unfit during 1st attempt.

The Board decided that a faculty member who is found unfit during 1st attempt may be re-considered for promotion under Career Advancement Scheme after two years from the 1st July of the year in which he was eligible for promotion.

Item No. 12.42 To consider prescribing higher threshold limit for qualifications of faculty in the interest of academic excellence.

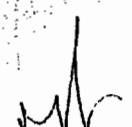
The Board decided that while making recruitment of faculty as well as making promotions under CAS, the following qualifications and experience be adopted by the Institute:

i) Qualifications for making recruitment of Lecturers in Engineering/Technology

A first class Master's Degree in the appropriate branch of Engineering/ Technology together with a First Class Bachelor's Degree in the appropriate branch of Engineering Technology.

OR

First Class Bachelor's degree in the appropriate branch of Engineering/Technology or equivalent, valid GATE score, minimum



NATIONAL INSTITUTE OF TECHNOLOGY
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ANNEXURE-VI

12

No. GA-I/CAS/ 4757

Dated: 20/6/07

OFFICE ORDER

This is in partial modification of this office letter No. GA-I/CAS/1584 dated 21.02.2006 in connection with the dates of qualifying service in respect of some faculty as Assistant Professor promoted under CAS. As per Govt. of India, MHRD, Integrated Finance Division, New Delhi letter No. F.29-3/2006-IFD dated 4th April 2007 and the BOG decision taken in their 12th meeting held on 25.04.2007, the dates of their qualifying service have been re-fixed as under. However, the date of actual monetary benefit on account of the aforesaid placement would remain the same as already notified: -

Sr. No.	Name Dr./Prof./Sh./Ms.	Department	Date of qualifying service already notified as Asstt. Professors	Re-fixed date of qualifying service as Asstt. Prof.
1.	Dinesh Kumar	Chemistry	05.11.1999	01.07.2000
2.	D.P. Singh	Chemistry	05.11.1999	01.07.2000
3.	S.K. Mahna	Physics	05.11.1999	01.07.2000
4.	J.K. Quamara	Physics	05.11.1999	01.07.2000
5.	B.K. Kaushik	Physics	05.11.1999	01.07.2000
6.	P.J. Philip	Humanities	05.11.1999	01.07.2000
7.	K.K. Singh	Civil Engg.	05.11.1999	01.07.2000
8.	Mayank Dave	Computer Engg.	09.10.2003	01.07.2004
9.	Rajoo Pandey	E & CE	09.10.2003	01.07.2004

The matter as regards re-fixing the dates in respect of Dr. Hari Singh, Dr. P.C. Tiwari, Dr. S.K. Patidar, Dr. Ashwani Jain, Dr. A.K. Singh, Dr. L.M. Saini and Ms. Jyoti Ohri are being examined and a separate notification in this respect will follow.

The case of Mrs. Manjula Sharma is also being examined and will be notified later on.


Assistant Registrar (GA)
for Director

Copy to the above is sent to the following for information and necessary action: -

1. All Concerned
2. Chairmen of the concerned Departments.
3. Assistant Registrar (Acs.)
4. Personal file of the concerned
5. DS to Registrar for kind information of the Registrar
6. PS to Director for kind information of the Director.

Stamp

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W3
21/6

ANNEXURE
-VII-
(73)

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. GA-II/ 2543

Dated : 5/3/08

NOTIFICATION

Eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS).

The Board of Governors of the Institute in their 13th meeting held on 24.1.2008 decided as under :

"The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the purpose of promotion as Professor under CAS. A lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board."

The above decision of the Board may be brought to the notice of all the faculty members.

[Signature]
Deputy Registrar (Estt.)
for Director

To

[Signature]
5/3/08

Chairmen of all Departments for circulation.

Item 14.36

To ratify the action taken by the Chairman, Board of Governors in granting Extraordinary Leave (without pay) for one more year i.e. upto 5.9.2009 to Dr. M.K. Soni.

The Ministry of Human Resource Development, Department of Higher Education, Technical Education Bureau, Govt. of India New Delhi vide fax No. F.11—13/2008 TS III dated 26th Aug. 2008 enclose a copy of the letter received from Dr. M.K. Soni, Professor, Electrical Engineering Department, NIT, Kurukshetra requesting for extension of his Extraordinary Leave by one more year, for consideration, as per merit of the case (copy enclosed as Appendix-XXVIII page 198 to 199).

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008, the Board decided as under :-

“The Board decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future”

Dr. M.K. Soni was already granted Extraordinary Leave (without pay) for a period of 2 years i.e. w.e.f. 6.9.2006 to 5.9.2007 and 6.9.2007 to 5.9.2008. In view of above decision of the Board, Dr. M.K. Soni was informed vide this office letter No. Estt.-I/8394 dated 18.8.2008 that his request for extension of Extraordinary Leave for one year more from 6.9.2008 cannot be acceded to as the Board of Governors has allowed Extraordinary Leave upto 5.9.2008.

Dr. Soni remained on deputation as Director-Principal, CRSCE, Murhtal, Sonapat from 16.6.2004 to 10.8.2005 (AN). He remained in-touch with the academic activities of the Institute as Dean. He also acted as Ex-Dean Faculty of Engineering & Technical, MDU, Rohtak. Being a senior and reputed Professor, on the recommendations of the MHRD and after taking approval from

the Chairman, BOG, Dr. M.K. Soni was allowed Extraordinary Leave (without pay) for the 3rd year w.e.f. 6.9.2008 to 5.9.2009 in anticipation approval of the Board of Governors vide this office letter No. Estt.-I/PF/8609-14 dated 27.8.2008 (copy enclosed as Appendix – XXIX page 200).

The matter is placed before the Board of Governors to ratify the action taken by the Institute in granting extension in Extraordinary Leave (without pay) to Dr. M.K. Soni for a further period of 3rd year w.e.f. 6.9.2008 to 5.9.2009 in anticipation approval of the Board of Governors.

No. F- 11-13/2008 TS III APPENDIX-XXVIII
Ministry of Human Resource Development
Department of Higher Education
Technical Education Bureau

New Delhi, dated the 26th Aug., 2008

To

The Director,
National Institute of Technology,
Kurukshetra - 136 119,
(Haryana)

Sir,

I am to enclose herewith a copy of the letter received from Dr. M.K.Soni, Professor in Electrical Engineering Department, NIT, Kurukshetra, requesting for extension of his extraordinary leave by one more year, for consideration, as per merit of the case.

Yours faithfully,


(Madan Mohan)
Director

End: as stated above

Urgent

AM 26/8

DR (S.H.)

26/8/2008

CITM

Career Institute of Technology & Management
Sector 43 Delhi-Surajkund Road,
Faridabad

Dr. M.K.Soni, B.Sc Engg. M.Sc. Engg. PhD.
Director

(Ex Director - Principal CRSC, Murthal
Ex Professor & Dean NIT Kurukshetra
Ex Dean Faculty of Engg. & Tech. MDU)

Ref. No. CITM/DIR2008-09

To

The Director,
National Institute of Technology,
Kurukshetra 132 119.

Sub: Extension in extraordinary leave (without pay) for one more year i.e. up to
5.9.2009

Sir,

With due respect I have to state that vide letter No. GA-1/PF/8905 dated 24.10.2007, my extraordinary leave has been sanctioned up to 5.9.200. I had earlier requested you to extend my extraordinary leave for one more year i.e. up to 5.9.2009. I have not heard from your side in this regard. You are requested to kindly grant extension as already requested. I shall be thankful to you for this kindness.

Yours faithfully,

M.K.Soni
25.8.08

(Dr. M.K.Soni)

Professor in Electrical Engg. Department,
NIT Kurukshetra

Dated : 25 August 2008

Copy for Information & necessary action to Shri Madan Mohan, Director (NITs), Ministry of
Human Resource Development, Shanti Bhawan, New Delhi-110001.

APPENDIX-XXIX

897

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/PF/ 8609

Dated : 27/8/2008

Subject: Extension in Extraordinary Leave (without pay) for
one more year i.e. upto 5.9.2009 to Dr. M.K. Soni.

CP-575
In continuation of this office letter No. GA-I/PF/8905-10 dated 24.10.2007, Dr. M.K. Soni, Professor, Electrical Engineering Department (at present on EOL as Director at CITM, Faridabad) is hereby allowed Extraordinary Leave (without pay) for the 3rd year from 6.9.2008 to 5.9.2009 in anticipation of the approval of the Board of Governors of this Institute.

CP-595
This is with reference to fax letter No. F.11-13/2008 TS III dated 26.8.2008 received from the Director (NITs), MHRD, New Delhi. The matter will be placed before the Board in its next meeting.

[Signature]
Deputy Registrar (GA&L)
for Director
27/8/08 2/2/12

Dr. M.K. Soni
Director,
Career Institute of Technology & Management,
Faridabad.

Endst. No. Estt.-I/PF/ 8609-14

Dated : 27/8/2008

Copy to :-

1. Sh. Madan Mohan, Director (NITs), Govt. of India, Ministry of Human Resource Development, Department of Higher Education, Technical Education Bureau, Shastri Bhawan, New Delhi.
2. Vice President, CITM, Faridabad.
3. Chairman, Electrical Engineering Department, NITK.
4. Assistant Registrar (Accounts)
5. Estate Officer

[Signature]
Deputy Registrar (GA&L)
27/8/08 2/2/12

Item No: 14.37 To note the action taken by the Institute in charging market rent from Mrs. Usha Rani Arora W/o Late Sh. R.K. Arora, Ex-Finance Officer for House No. DA-3.

Mrs. Usha Rani Arora W/o Late Sh. R.K. Arora, Ex-Finance Officer was granted permission to retain the House No.-DA-3 for a period of 1 year w.e.f. 04.04.2007 to 03.04.2008 on market rent @ Rs.3019/- PM as per the BOG decision taken in its 12th meeting held on 25.04.2007 which reads as under:

“The Board decided that Smt. Usha Rani Arora W/o Late Sh. Ramesh Kumar Arora, Ex-Finance Officer of this Institute be allowed to retain the Institute accommodation House No.DA-3 for a period of 1 year w.e.f. 04.04.2007 on market rent. The Board did not agree to give the house to her beyond 03.04.2007 on normal license fee.”

The decision of the Board was conveyed to her vide our Letter No.EO/3356/397 dated 29.05.2007 that she had to vacate the Institute accommodation on or before 03.04.2008. Thereafter, she was again intimated vide our office Letter NO.EO/3356/164 dated 20.03.2008 to vacate the house before 03.04.2008. Ultimately, she vacated the house on 10.04.2008 which caused seven days delay from the date decided by the Board i.e. from 04.04.2008 to 10.04.2008. Regarding the reason of delay in vacation of house, she mentioned that due to some unavoidable circumstances she could not vacate the house on 03.04.2008.

In view of above, the Institute took the decision to charge market rent @ Rs.3019/- PM from her for the delayed period i.e. from 04.04.2008 to 10.04.2008.

The Board may note the action taken by the Institute.

Item 14.38: To approve the recommendations of the Selection Committee for the appointment of Deputy Registrar (Accounts).

The Finance Committee in its 9th meeting held on 28.10.2006 decided as under: -

“The Finance Committee did not agree to delegate the financial powers to the Assistant Registrar (Accounts) appointed on contract basis. It was, however, decided that the post of Deputy Register (Accounts) which is already duly sanctioned be filled up on regular basis immediately as the same is essentially required. In the meantime, a Professor-in-Charge (Accounts) may be appointed from amongst the faculty to work as Deputy Registrar (Account) who will exercise financial powers already delegated to the Deputy Registrar (Accounts).

The Finance Committee also decided that the other two posts of Deputy Registrar (General Administration & Legal) and Deputy Registrar (Academic) which are also duly sanctioned may also be filled up immediately.

It was desired that the said three posts of Deputy Registrars be advertised immediately as per existing qualifications and pay scale and simultaneously the matter be referred to MHRD for their approval”

Further, the Finance Committee in its 10th meeting held on 21.03.2007 decided as under:

“The Finance Committee considered that matter keeping in view the repercussions of the NIT Act and it was desired that the posts of Senior Administrative Officers viz. Deputy

Registrar (General Administration & Legal), Deputy Registrar (Accounts) and Deputy Registrar (Academic) be filled up after re-advertised with the clear-cut condition that the incumbents so recruited will be re-designated in the pay scale of Rs.8000-13500/-, keeping in view, the service conditions of the NITK employees as contained in the NIT Act.”

The above minutes of the Finance Committees were ratified by the Board of Governors in its 12th meeting held on 25.04.2007.

In view of the above decisions, the above posts of Deputy Registrars were again advertised vide Advertisement No. 21/2006 and 11/2007. A Selection Committee Meeting was held on 15.10.2007 at 3.00 p.m. and 4.00 p.m. to fill up the post of Deputy Registrar (GA & Legal) and Deputy Registrar (Accounts) as no candidate was found eligible for Deputy Registrar (Academic). On the recommendations of the Selection Committee, Sh. G.R. Samantaray was appointed as Deputy Registrar (GA & Legal). However, for the post of Deputy Registrar (Accounts), none was found suitable. The appointment of Sh. G.R. Samantaray as Deputy Registrar (GA & Legal) has already been approved by the Board of Governors in its 13th meeting held on 24.01.2008.

The Institute again floated an Advertisement No. 01/2008 for inviting applications for the post of Deputy Registrar (Academic) and Deputy Registrar (Accounts) in the pay scale of Rs. 8000-13,500/-.

Against the said Advertisement, 29 applications-17 for Deputy Registrar (Accounts) and 12 for Deputy Registrar (Academic) were received. A Committee was constituted to check the eligibility conditions as per the norms for Deputy Registrar (Accounts) only. On the basis of recommendations of the Committee, 09 candidates were called for interview for the post of Deputy Registrar (Accounts) on 10.12.2008 at 11:00 a.m. The recommendations of the Selection Committee are in a confidential cover, which will be placed on the table.

It is worth mentioning here that the incumbent so recruited against this post will be re-designated in the pay scale of Rs. 8000-13,500/- keeping in view the service conditions of the NIT Kurukshetra employees as contained in the NIT Act.

The Board may consider and approve the recommendations of the Selection Committee so that the appointment letter may be issued to the concerned candidate.

Item: 14.39 To Consider the Hardship Cases for Grant of ACP Scales

The National Institute of Technology (NIT), Kurukshetra (previously known as Regional Engineering College, Kurukshetra (RECK)) was joint enterprises of Central and State Government prior to its existence as NIT Kurukshetra w.e.f. 26.06.2002 wherein the financial burden on account of expenditure was borne by Central Government/State Government.

The Institution was following the Haryana State Government rules prior to 01.04.2004 in respect of pay and allowances to its employees.

It is mentioned here that in past (i.e. in RECK) no departmental promotions rules were in existence in the Institute and all appointments were made through direct recruitment basis. The Departmental promotions rules were introduced in the Institute w.e.f. 24.04.1984 vide which a promotion quota, direct recruitment quota was fixed against each category of post. Hence, prior to introduction of these promotion rules, the non-teaching employees were appointed through direct recruitment process. However, they had been allowed all benefits from the date of their initial appointment.

From the inception of this College as RECK, the Pay Scales pattern of the non-teaching employees were adopted as per pattern of State Government of Haryana, accordingly the revision of Pay Scales were made w.e.f 01.04.1979. While fixing the pay of the employees in the revised Pay Scale w.e.f. 01.04.1979 the formula for pay fixation was as per Haryana Government rules, the benefits of one or two increments were given to the employees in the pre-revised Pay Scales w.e.f. 01.04.79 after taking into account the length of service from initial appointments.

Similarly, the following benefits with all length of service benefits were also allowed to the employees of this Institute after taking into account their length of service from their initial appointments: -

- (i) Revision of Pay Scale w.e.f 01.01.86 as notified by the Government of Haryana vide notification no. FD.GCR39/Const./ Art309/87 dated 29.04.87.
- (ii) Grant of additional increment at 10th and 20th year point in time scale in Group 'C' and 'D' employees as per Haryana Government letter No. 9/9/91-3PR(FD) dated 14.05.91.
- (iii) Grant of additional increments to Group 'C' and 'D' employees on completion of 8 and 18 year service as per Haryana Government letter No. 1/138/92-1(FD) dated 07.08.1992.
- (iv) Grant of Higher Standard Pay Scales to Group 'C' and 'D' Employees on completion of ten years or more and twenty years or more of regular satisfactory service as per Haryana Government letter No. 1/34/93-4 PR (FD) dated 08.02.1994.
- (v) Revisions of Pay Scale w.e.f 01.01.1996 as notified by the Haryana Government vide notification No. GSR-3/Const.-Art/309/98 dated 07.08.1996.
- (vi) Grant of ACP Pay Scale of 01.01.1996 as notified by the Haryana Government vide notification No. GSR-4/Const.-Art/309/98 dated 07.08.1996

On implementation of the revised pay rules and ACP rules, 1998 of State Govt. some anomalies arose. The pay/pay scales of some senior employees were fixed at lower stage as compare to their junior counterpart in same cadre/post, but there was no alternate except to adhere the terms and conditions of revised pay rules, 1998 and ACP Rules-1998. The same situation arose in the other Departments of Haryana Govt. also.

Against these anomalies created due to revision of pay scales/ ACP pay scales, the following employees of the Institute had filed CWPs in Hon'ble Punjab & Haryana High Court, Chandigarh :-

<u>Sr. No.</u>	<u>Name of the Petitioners</u>	<u>No. of CWPs</u>
1.	Bhim Chand, Clerk Prabhu Dayal Clerk Shyam Lal, Clerk (now Retired) Narain Singh, Clerk (now Retired) Mahabir Singh, Clerk	16825 of 2001
2.	Kanshi Ram & Others (now Retired) T.D. Batra, Restorer Suraj Bhan, Library Attd. (now Retired) Harmesh Lal, Library Attd. Madan Lal, Library Attd. (Now Retired)	16828 of 2001
3.	G.S. Dua, Mess Manager-cum- Accountant (now Retired)	18200 of 2001
4.	Navneet Sethi, Sr. Steno Umrao Singh, Sr. Steno (now Retired)	18204 of 2001
5.	Kura Ram & Others V/s RECK & Others (The SLP No. 13327/2005 filed by the Institute against the orders of Hon'ble High Court is pending in the Hon'ble Supreme Court of India)	16487 of 2001

All the above Civil Writ Petitions were disposed of by the Hon'ble Punjab & Haryana High Court, Chandigarh on 26.09.2002 on the same analogy of the C.W.P. No. 19722/1998 Man Singh & others V/s State of Haryana which was decided by the Hon'ble High Court of Punjab & Haryana on 05.07.2002 in the same manner of the Judgment of the Court in Suraj Bhan & Others V/s State of Haryana, 2001 (i) RSJ, 285 Jagmal Singh &

Others V/s State of Haryana 2002 (2) R²⁰⁸SJ 401 and Kishan Chand Bhardwaj V/s State of Haryana, 2002 (i) SCT 399. All these cases of the petitioners (except the case of Kura Ram & Others V/s RECK & Others) were settled at the time and in accordance with Haryana Technical Education Department letter No. 983/Engg. dated 23.04.2003.

The above decision was followed in series of other Writ Petitions by the employees of various Departments of Haryana Govt. The State Govt. preferred to challenge the said orders by way of filing various SLPs in the Hon'ble Supreme Court and Civil Appeal No. 3250/2006 filed in SLP No. 20264/2004 in the case of Ram Sarup & Others, the Hon'ble Apex Court has disposed of these SLPs keeping in view the facts of Suraj Bhan's case. The conclusive para of the judgment of the Hon'ble Supreme Court is reproduced below:-

“In the result, all the appeals are partly allowed. The appellants shall revise the pay scales of the respondents. In case of any anomaly, if the employees who, on fixation of ACP scales, are in receipt of lesser salary than their juniors in the same cadre/post, then their salary shall be stepped up accordingly. Revised orders shall be passed within a period of two months of the receipt of the copy of this order by the Government. However, if upon revision of the pay-scales, any employee is liable to refund any amount the Government shall not resist on refund of such amount. If any employee is entitled to get any amount by way of pay revision, the said amount shall be made available to him within a period of six months from the date of receipt of the copy of this order by the Government.”

In pursuance of the above decision of the Apex Court of India, the Govt. of Haryana had issued notification No. 6/84/2006-3PR (FD) dated 23.11.2006 to implement the decision. However these decisions were applicable to the petitioners only.

The State Govt. further clarified vide letter No.6/84/2006-3PR (FD) dated 06.02.2007 in continuation of earlier letter dated 23.11.2006 that now after detailed deliberations the Govt. has decided to implement the judgment of Hon'ble Apex Court in case of all officials promoted from Group 'D' to 'C' who are similarly placed. Other terms and conditions of the scheme shall remain unchanged.

In continuation of letter dated 06.02.2007 the State Govt. further clarified vide letter No. 6/84/2006-3PR (FD) dated 13.04.2007 that relief to officials promoted from Group 'D' to 'C' is to be provided by grant of ACP scale from the date it has been allowed to the junior employee in the same cadre / post. If after grant of ACP scale (S) the senior employee gets lesser pay than his junior in the same cadre / post, then his salary shall also be stepped-up at par with the junior employee.

As per decision of Hon'ble Supreme Court of India and in the light of the Haryana Govt. letters in this regard as referred above, the salary of our employees who, on fixation of ACP scales, are in receipt of lesser salary than their juniors in the same cadre/post have been stepped up at par with their juniors.

The Karamchari Sangh again and again represented that the cases of the employees for grant of ACP scale may be settled in accordance with the illustration 1 of Haryana Govt. letter No. 2/18/99/4PR(FD) dated 06.11.2002 **(as Appendix XXX pages 211 to 213)** This is a clarificatory letter of ACP rules 1998 of Haryana Govt. In this regard, the following committee was constituted by the Director vide letter No. GA-II/NITKSK/8684-86 dated 16.10.2007: -

- | | |
|---|----------|
| 1. Dr. R.C. Bhattacharjee, PCE & Chairman, MBA Deptt. | Chairman |
| 2. Dr. N. K. Gupta, PCE | Member |
| 3. Sh. Y.N. Saini, AR (GA) | Member |
| 4. Sh. S.K. Sharma, AR (Acs) | Member |

The committee submitted its report on 17.01.2008. (copy enclosed as Appendix XXXI pages 214 to 232). The office examined the recommendations of the said report and found that there are different opinions of the committee members on the issue. However, if the recommendations made by Dr. R.C. Bhattacharjee in the above report are accepted, 26 employees (app.) would be benefited and out of which 19 employees have since retired from the service of this Institute. The financial implication to the tune of Rs. 17 Lacs (approximately) is involved as pointed out by Account Section of this Institute. Further, more such cases may also arise which will be dealt with after finalization of these 26 cases in which 19 cases are of the retired Govt. servant and 7 officials are in working position.

However, before finalization of these cases it is obligatory that an under taking may be obtained from the official concerned to the effect that if any excess recovery is worked out at a later stage, the same can be effected from the pay of the employees concerned and the manners in which the retired Govt. servant (19) should furnish undertaking may also be decided which will have no legal recourse to adopt. Financial implication related to the period prior to 1.4.2004 was to be shared between the State & Central Govt. on 50-50 basis. Now no funds are being received from the State Govt. As a result other hardship cases may be cropped up involving Financial implication which might be raised upto the tune of Rs. 25-30 Lacs.

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

Ref.: File No. GA-II/ACP

From

APPENDIX-XXX

The Financial Commissioner & Principal Secretary
to Government Haryana, Finance Department

To

1. All the Heads of Departments,
All Divisional Commissioners,
All Deputy Commissioners and Sub Divisional
Officers(Civil) in Haryana
2. The Registrar,
Punjab & Haryana High Court, Chandigarh

Dated, Chandigarh the 6th November, 2002

Subject:- Grant of ACP Scales-Clarifications regarding

Sir,

I am directed to invite a reference to Memorandum Explanatory to the Haryana Civil Services (Assured Career Progression) Rules, 1998 with regard to Rule 18 ibid which reads as under :-

"The relevant period for the employees who have entered the Government service for the first time either as a direct recruit or by transfer shall be counted from the date he is so entered in the Government service."

Some Departments have sought clarifications as to from which date the relevant period is to be reckoned in respect of the employees appointed to some other post subsequent to their first entry into Government service on regular basis. The matter has been considered in the Finance Department and observed that there are three modes of recruitment in the Government service i.e. (i) By way of Direct recruitment on regular basis, (ii) By way of promotion, and (iii) By way of transfer. Position of each one is clarified as per clarifications given in the enclosed Annexure.

You are requested to please bring the contents of this letter to the notice of the employees working under your kind control for compliance in such like cases.

Yours faithfully,

Balwant Singh

Under Secretary Finance(PR),
for Financial Commissioner & Principal Secretary to
Government Haryana, Finance Department.

Endst. No. 2/18/99-4PR(FD)

Dated, Chandigarh, the 6th November, 2002.

A copy for information is forwarded to the following -

1. The Accountant General, Haryana (i) A & E (ii) (Audit) Chandigarh
2. The Home Secretary, Chandigarh Administration, Chandigarh

Balwant Singh
Under Secretary Finance (PR),
for Financial Commissioner & Principal Secretary to
Government Haryana, Finance Department

A copy for information and necessary action is forwarded to -

- (i) All the Financial Commissioners & Principal Secretaries to Govt. Haryana and
- (ii) All the Commissioners & Administrative secretaries to Government, Haryana

Balwant Singh
Under Secretary Finance (PR),
for Financial Commissioner & Principal Secretary to
Government Haryana, Finance Department

To

1. All the Financial Commissioners & Principal Secretaries to Govt. Haryana
2. All the Commissioners & Administrative Secretaries to Government, Haryana

U.O. No. 2/18/99-4PR(FD)

Dated, Chandigarh, the 6th November, 2002

A copy is forwarded to the PSCM / Addl. PSCM / OSD / Sr. Secretaries / Secretaries / Private Secretaries to Chief Minister / Ministers / Ministers of State and Chief Parliamentary Secretary, for the information of Chief Minister / Ministers / Ministers of State and Chief Parliamentary Secretary.

Balwant Singh
Under Secretary Finance (PR),
for Financial Commissioner & Principal Secretary to
Government Haryana, Finance Department

To

The PSCM / Addl. PSCM / OSD / Sr. Secretaries / Secretaries / Private Secretaries to Chief Minister / Ministers / Ministers of State and Chief Parliamentary Secretary

U.O. No. 2/18/99-4PR(FD)

Dated, Chandigarh, the 6th November, 2002

"Annexure" to letter No. 2/18/99-4PR(ED) dt. 6th November, 2002

Issue raised	Clarification	Illustration
What will be the date from which the relevant period is to be reckoned in respect of an employee, initially appointed to a post and subsequently appointed to another post on his own merits by way of open competition through HPSC/HSSC or any other recruitment agency approved by the competent authority?	In such cases, the last appointment on regular basis shall be treated as the date on which he has been appointed as 'Direct recruited fresh entrant' within the meaning of Rule 3(b) of ACP Rules 1998.	'A' was initially appointed as Steno-Typist through HSSC on 02.03.1973. Thereafter, he applied for a higher post and was appointed against the higher post, say as Jr. Scale Stenographer on 05.06.1978, through HSSC. His subsequent/latest appointment on the post of Jr. Scale Stenographer, is to be considered as 1 st appointment for the purpose of ACP Rules. If on 31.12.95 he is drawing his pay in 1 st Higher Standard Pay Scale his pay will directly be fixed in the 1 st ACP Scale of Rs. 5000-7850 and he will be considered for 2 nd ACP Scale of Rs. 5450-8000 w.e.f. 1.7.98 subject to admissible under the rules.
2. What will be the 'relevant period' in the case of an appointment by promotion after a date from the date of his first entry into service?	The 'relevant period' in the case of an appointment by promotion is to be reckoned from the date of his first entry into service.	'B' was appointed as Sub-Inspector Food & Supplies on regular basis on 8.2.1978. He was promoted as Inspector Food & Supplies on 27.4.1987. On completion of 20 years regular satisfactory service he is to be granted 2 nd ACP Scale, corresponding to unrevised functional scale of Sub-Inspector as on 31.12.1995 on which he was appointed as a direct recruited fresh entrant.
3. What will be the 'relevant period' in the case of an appointment by transfer?	The 'relevant period' is to be reckoned from the date of his first entry into Haryana Government service. However his service in previous department shall not be counted towards seniority.	'C' an employee was initially appointed as Steno-Typist on a regular basis in the office of Director Land Records Haryana. Later on he was appointed as Steno-Typist by transfer in L.R. office in the identical pay scale. 1 st and 2 nd ACP Scales will be admissible to him on completion of 10/20 years regular satisfactory service from the date of his first appointment as Steno-Typist in o/o Director Land Records Haryana.
4. What will be the date from which the relevant period is to be reckoned in respect of employees of organizations other than Govt. Department appointed/absorbed in a Govt. Deptt.?	The 'relevant period' is to be counted from the date of his appointment in a Department of Haryana Government.	'D' an employee of HSIDC, working as Research officer is appointed/absorbed as such in office of Director Secondary Education Haryana. The 'relevant period' for the purpose of grant of 1 st /2 nd ACP Scale will be counted from the date of his appointment/absorption in the Education Department.

RECOMMENDATIONS OF GRIEVANCES COMMITTEE

FOR GRANT OF ACP & STEPPING-UP OF PAY



Submitted

By

Dr. R C Bhattacharjee – Chairman

Dr. N K Gupta – Member

Shri Y M Saini – Member

Shri S K Sharma – Member

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA**

Confidential

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No.BA/RCB/439

Date: January 21, 2008

The Director, vide letter No. GA-II/NITKSK//8684-86 dated 16.10.2007 constituted the following Committee to examine the cases of the non-teaching employees pertaining to their grievances:

- | | | |
|----|--|----------|
| 1. | Dr. RC Bhattacharjee, PCE & Chairman, MBA Deptt. | Chairman |
| 2. | Dr. N K Gupta, PCE | Member |
| 3. | Sh. Y M Saini, AR(GA) | Member |
| 4. | S K Sharma, AR(Acs.) | Member |

In this regard, the Chairman of the Committee invited applications from the aggrieved non-teaching employees for redressal of their grievances. On receipt of the applications, several rounds of meetings were held in the office of the undersigned to study the specific grievances and to suggest solutions within the framework of rules. For this process, the committee took three months to sort out almost all the issues to the satisfaction of the respective employees without violating any rules. At the fag end when the report pertaining to ACP and stepping-up of pay of the employees was prepared, the members of the committee were invited several times to attend the meeting in the office of the undersigned for the purpose of finalization of the report. However, Sh. Y M Saini AR(GA) rarely attended one or two meetings while Sh. S K Sharma AR(Acs.) never attended any meeting. It is pertinent to mention that the worthy Director had allowed only one months time to submit all the recommendations and the Karamshari Sangh had been also pressing hard to submit the report at the earliest. However, the committee was working hard for last 3 months to sort out the issues and tried to get expert opinion from these officers but in vain. However, Sh. Jagat Ram, DS(GA) and Sh. Suriya Lal from GA Section extended all possible help by supplying relevant documents from the

Discussed
with the DIR
for ma.
Dreca
2008

31/1/08

21/1/2008

respective sections. All the cases were discussed with Sh. Jagat Ram before arriving into conclusive decision.

Ultimately, the report was prepared and it was signed by the undersigned and Dr. N K Gupta, Professor in Civil Engg. Dept. and the same was taken by AR(GA) for his own signature and the signature of AR(Acs.). However, the report was returned on the next day putting uncalled for remarks on the report itself. This act of AR(GA) & AR(Acs.) is in contravention of the norms of working in a committee and taking joint responsibility of organizational problems. In future, it is recommended that these Junior Cadre officers on contract appointment may not be put on any such high power committee for solving important Institute problems.

The report of the committee is submitted as such for your perusal please.



(Dr. R C Bhattacharjee)
Chairman, Grievance Committee

DIRECTOR

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No./BA/ 733

Date: January 17, 2008

Subject: Grant of ACP scale(s) and stepping up of pay

The Director, vide letter No. GA-II/NITKSK/8684-86 dated 16.10.2007 constituted the following Committee to examine the cases of the non-teaching employees pertaining to their grievances.

- | | | | |
|----|---|---|----------|
| 1. | Dr. RC Bhattacharjee, PCE & Chairman, MBA Dept. | - | Chairman |
| 2. | Dr. N K Gupta, PCE | - | Member |
| 3. | Sh. Y M Saini, AR(GA) | - | Member |
| 4. | S K Sharma, AR(Acs) | - | Member |

In this regard, the Committee already submitted its recommendations pertaining to grant of promotion to the eligible employees vide letter No. BA/386 dated December 10/12, 2007. Now, enclosed please find herewith the report of the above Committee for the grant of ACP scale(s) to the eligible employees and stepping up of pay wherever applicable.



(Dr. R C Bhattacharjee)
Chairman, Grievances Committee

DIRECTOR

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA**

No./BA/433

Date: January 17, 2008

Subject: **Grant of ACP scales and stepping up of pay**

In continuation of this office letter No.BA/386 dated 10/12.12.07, the supplementary report pertaining to grant of ACP/stepping up of pay is submitted herewith. A large number of applications were received from the employees of the Institute on various issues out of which a majority concern the dispute on grant of ACP and related matters. The Committee examined all the applications threadbare and found a few applications standing merit, hence requiring attention. The remaining applications could not be considered due to lack of merit. The specific recommendations of the Committee are given in Table-I on the basis of logical conclusion drawn based on prevailing rules and judicial instructions.

BASIS

1. Regional Engineering College, Kurukshetra was converted into National Institute of Technology, Kurukshetra with Deemed to be University status in June, 2002. Consequently, the administrative and financial control of the Institute also changed from dual (Central Govt. and Haryana State Govt.) to the Central Govt. control alone. As a result, the service conditions of the employees, especially the non-teaching staff, who were earlier controlled by the State Govt. rules, were changed to Central Govt. rules. Hence, the State Govt. functional pay scales and ACP scheme which were operational in the Institute became in fructuous due to the fact that the Central Govt. functional pay scales and ACP scheme are in variance with those of State Govt.

2. The Board of Governors of the Institute in their meeting held on 8.12.2003 vide item No. 4.12, allowed ACP scales to the non-teaching employees of the Institute on the Central Govt. pattern w.e.f. 1.1.2004. However, before implementing the above Central Govt. ACP scheme it was necessary to rationalize the existing (Haryana State Govt.) scales to functional scales prescribed by the Central Govt. These rationalized functional scales on Central Govt. pattern were approved by the Board of Governors in their meeting held on 30.9.2004 vide item

No. 6.8 and the same became operational w.e.f. 1.4.2004. Hence, it is logical to implement the new Central Govt. ACP scheme w.e.f. 1.4.2004.

3. The Central Govt. ACP scheme suggests providing two financial up-gradations in the entire regular service career of an employee, to be availed from the grade in which the employee was appointed as a direct recruit. The 1st and 2nd ACP scales are proposed to be granted after 12 and 24 years of regular service respectively from the date of direct recruitment. The financial up-gradation under the scheme shall be given in the next higher grade in accordance with the existing hierarchy in a cadre/category of posts without creating new posts for the purpose. However, in case of an isolated post (e.g. vehicle Drivers), in the absence of defined hierarchical grades, financial up-gradation shall be given in the immediately next higher standard pay scales as suggested by the Central Govt., which are as follows:-

Table-I

Sl. No.		Standard pay scales (Rs.)
1.	S-1	2550-55-2660-60-3200
2.	S-2	2610-60-3150-65-3540
3.	S-3	2650-65-3300-70-4000
4.	S-4	2750-70-3800-75-4400
5.	S-5	3050-75-3950-80-4590
6.	S-6	3200-85-4900
7.	S-7	4000-100-6000
8.	S-8	4500-125-7000
9.	S-9	5000-150-8000
10.	S-10	5500-175-9000
11.	S-12	6500-200-10500
12.	S-13	7450-225-11500
13.	S-14	7500-250-12000
14.	S-15	8000-275-13500
15.	S-19	10000-325-15200
16.	S-21	12000-375-16500
17.	S-23	12000-375-18000
18.	S-24	14300-400-18300

Further, any promotion made to an employee in the higher scale which is equivalent or higher than the permissible ACP scale during her/his 12/24 years service tenure shall be adjusted against the ACP due during that tenure.

4. In past (i.e. in Regional Engineering College, Kurukshetra) no departmental promotion scheme was available in the Institute and all the appointments had been made through direct recruitment. However, contemporarily the departmental promotion schemes were prevalent in the State and the Central Governments. The departmental promotion rules were introduced in the Institute w.e.f. 24.4.1984 (Ref. BOG item No. 61.36 dated 24.4.1984). Consequently, a promotion quota was fixed against each category of posts leaving the remaining for direct recruitment. Hence, prior to introduction of this promotion scheme, the non-teaching employees were appointed through direct recruitment process only, whether it was a single or multiple recruitments for an employee. So, for the purpose of granting ACP scales to an employee the latest beneficial post and its functional pay scale were taken into account considering her/his recruitment(s) prior to 24.4.1984. However, after 24.4.1984, any promotion granted to an employee in a scale equivalent or higher than the permissible ACP scale in the existing hierarchy was/were adjusted against the permissible ACP scale(s).

5. However, prior to 1.4.2004 when Haryana Govt. pay scales were in vogue, it is observed that a large number of employees did not get the ACP scales on time on State Govt. pattern. In State Govt., the ACP scales were granted to the employees after 10 and 20 years of regular service from the date of direct recruitment. It is pertinent to reiterate that the ACP scales of State Govt. were slightly in variance with those of Central Govt. Scales. Further, the financial up-gradation(s) as referred to above both as per Central and State Govt. rules shall be granted in to the next higher grade in accordance with the existing hierarchy in a cadre/category of posts without getting new posts for the purpose. However, in the case of isolated posts in the absence of defined hierarchical grades financial up gradation shall be given in the immediate next higher standard pay scales as prescribed by the Govt. (Table-I). In this regard, it is pointed out that while granting ACP Scales to the employees of the Institute, the hierarchical scales in a cadre/category (i.e. teaching supporting, secretarial/equivalent, Group-D etc.)

were not clearly defined thus placing some employees, especially the teaching supporting staff in a disadvantageous position. In addition, while examining the representations from various categories of employees, it was observed that some Group-D employees who entered into the Group-C category while availing maximum admissible two financial up-gradations in the ACP scales were getting lesser pay than their junior counterparts joining Group-C cadre as direct recruit and earning an ACP scale after the requisite qualifying service, thus creating anomaly in pay. So, in such cases the stepping up of the pay of the senior employee at par with that of the junior employee was not allowed as per the ACP rules. However, the Hon'ble Supreme Court of India in the case of *Ram Sarup & others* vide SLP No. 20264/2004 allowed the senior employees to get stepped up pay vis-à-vis the junior employees of the same cadre i.e. a senior employee will be entitled to get higher stepped up salary at par with the junior employee w.e.f. the date the junior employee started getting salary higher than the said senior employee.

RECOMMENDATIONS

On the basis of the aforesaid facts and logics the Committee makes the following recommendations:

- (i) **The hierarchy in a cadre/category (teaching supporting, secretarial etc) including their promotional scales be clearly defined and the ACP be granted accordingly. For this purpose the following hierarchies have been defined:**

Table-II

(a) Teaching Supporting Employees (Group-C)

Post in hierarchical order	Functional Promotional/ACP Scales on Haryana Govt. pattern prior to 1.4.04	Functional Promotional/ACP Scales on Central Govt. pattern w.e.f. 1.4.04
Lab. Attendant (Matric with ITI)	3050-4590	3050-4590
Tech. Gr.'B'	4000-6000	4000-6000
Tech. Gr.'A'	5000-7850	5000-8000
Supervisor*	6500-10500	6500-10500
	6500-10500	7450-11500
	6500-10500	7500-12000

Table-III

(b) Secretarial / Equivalent Staff (Group-C)

Post in hierarchical order	Functional Promotional/ACP Scales on Haryana Govt. pattern prior to 1.4.04	Functional Promotional/ACP Scales on Central Govt. pattern w.e.f. 1.4.04
Clerk, Unskilled Carpenter, Meson, Fitter, Painter, Store Munshi, Jr. Storekeeper, Restorer etc.	3050-4590	3050-4590
Jr. Steno.	4000-6000	4000-6000
Asstt./Sr.Steno./Accts.Clerk	5000-7850	5000-8000
	5450-8000	-
Dy. Supdt.*	5500-9000	5500-9000
	6500-10500	6500-10500
	6500-10500	7450-11500

Table-IV

(c) Group-D Staff

Post in hierarchical order	Functional Promotional/ACP Scales on Haryana Govt. pattern prior to 1.4.04	Functional Promotional/ACP Scales on Central Govt. pattern w.e.f. 1.4.04
Peon, Chowkidar, Mali, Frash, Groundman, Store-helper, Beldar etc.	2550-3200	2550-3200
Store Mate, Head Chowkidar, Head Sweeper, Head Mali etc.	2610-4000	2610-4000
Lib. Attendant, APD,	3050-4590	3050-4590
	4000-6000	4000-6000
	5000-7850	5000-8000

*Isolated posts

- (ii) All the eligible employees be granted ACP Scales on due dates w.e.f. 1.1.1996 to 31.3.2004 on State Govt. pattern; and thereafter on Central Govt. pattern w.e.f. 1.4.2004 on the rationalized Central Govt. scales.
- (iii) Those employees from Group-D cadre entering into Group-C cadre on availing maximum of two ACP scales be given the benefit of stepping up of their salary at par with the junior employees of the same cadre (Group-C) w.e.f. the date the junior employees started getting salary higher than the said senior employees.
- (iv) Since there is no ban on granting ACP to the employees falling under the normal structured posts, it be granted to the eligible employees on fulfilling the criteria of 10/20 and 12/24 years regular

service from the date of direct recruitment on State Govt. and Central Govt. patterns respectively. However, the approval of the Board of Governors may be sought before granting the ACP on State Govt. pattern prior to 1.4.04.

- (v) The above benefit of ACP be extended to those eligible employees, if any, who have not specifically applied for this relief.

Due to the grant of ACP on the respective due dates prior to 1.4.2004 on the Haryana Govt. pattern, the liability on the Institute would be very meager which was supposed to be shared by the State and Central Govts. on 50:50 basis. However, now the fraction of the liability payable by the Govt. of Haryana is to be borne by the Govt. of India in addition to its own share. It is logical to state that while taking over the REC's by Govt. of India in June, 2002, it had taken over all the assets and liabilities of the Institute wherein the State Govt. was 50% stake holder. Hence, the small fraction of liability arising out of granting ACP to the employees, which they would have otherwise earned had the Institute remained as REC, is supposed to be borne by the Govt. of India.

Hence, the Committee recommends the grant of permissible ACP scales to the employees as per the details given in Table-V, subject to screening of the candidates by the duly constituted Screening Committee (department-wise) as prescribed in the Government ACP rules. However, any employee who has already retired from the service may be exempted from appearing before the Screening Committee and she/he may be considered for the permissible ACP scale in absentia on scrutiny of her/his past records.

*These recommended actions may
pt. be examined by the G.A. Section*

17.1.08
17.1.08

M Saini)
Member

(S K Sharma)
Member

(Dr. N K Gupta)
Member

(Dr. R C Bhattacharjee)
Chairman, Grievances Committee

*Some of the recommendations is differ from
the career report submitted by you. May
be examine by G A Section for repur action*

17.1.08

Table -V

List of employees eligible for ACP-I & II on State Govt. pattern upto 31.3.2004 and thereafter on Central Govt. pattern w.e.f. 1.4.2004

Name & Present Post	Date of Appointment	Functional pay Scale of the Post(s) as on 1.1.1996	Eligibility of ACP-I & II Pay Scales as per State Govt. ACP Rules on completion of 10/20 years service upto 31.3.2004 taking into account the length of service from the date of latest direct recruitment	Eligibility of ACP-I & II Pay Scales as per Central ACP Rules w.e.f. 1.4.2004 on completion of 12/24 years service taking into account the service length from the date of latest direct recruitment	Remarks
TEACHING SUPPORTING CATEGORY					
R N Bajpai Supervisor	Tech. Grade A 22.2.75 Supervisor Feb., 1988	5000-7850 6500-10500	Not eligible	7450-11500 ACP-II w.e.f. 1.4.2004	
Narender Pal, Tech Gr. B	Lab. Attendant 1.10.91(AN) Tech. Gr. B 22.3.02	3050-4590 4000-6000	4000-6000 ACP-I w.e.f. 1.10.01		- 224 -
Om Prakash, Tech Gr. B	Frash 20.2.87 Lab. Attendant 31.10.90 Tech. Gr. B 22.3.02	2550-3200 3050-4590 4000-6000			
Vijay Kumar, Tech. Gr. B	Peon 25.2.80 Lab. Attendant 31.10.90 Tech. Gr. B 22.8.06(AN)	2550-3200 3050-4590 4000-6000			
Surat Singh, Lab Attendant	Survey Helper 24.3.70 Lab. Attendant 5.4.76	2550-3200 3050-4590	4000-6000 ACP-I w.e.f. 1.1.1996 5000-7850 ACP-II w.e.f. 1.5.1996	5000-8000 ACP-II w.e.f. 1.4.04	
Rameshwar Dass, Lab. Attendant	Survey Helper 31.3.69 Lab. Attendant 11.5.83	2550-3200 3050-4590	4000-6000 ACP-I w.e.f. 1.1.1996 5000-7850 ACP-II w.e.f. 1.6.2003	5000-8000 ACP-II w.e.f. 1.6.07	

L.D. Pandey, Lab. Attendant	Peon 21.4.75 Lab. Attendant 22.10.79	2550-3200 3050-4590	4000-6000 ACP-I w.e.f. 1.1.1996 5000-7850 ACP-II w.e.f. 1.11.1999	5000-8000 ACP-II w.e.f. 1.4.04	
uraj Bhan, Lib. Attendant	Peon 18.12.65 Lib. Attendant 28.5.81	3050-4590	4000-6000 ACP-I w.e.f. 1.1.96 5000-7850 ACP-II w.e.f. 1.6.01	5000-8000 ACP-II w.e.f. 1.4.05	
arjun Singh, Lab. Attendant	Frash 2.3.78 Lab. Attendant 31.10.90	2550-3200 3050-4590			Pay to be stepped up to Rs. 4000 w.e.f. 2.10.01 to have parity with Sh. Narender Pal, then Lab. Attendant
am Kishan, W/S Attendant	W/S Attendant 16.6.83	3050-4590	4000-6000 ACP-I w.e.f. 1.1.96 5000-7850 ACP-II w.e.f. 1.7.03	5000-8000 ACP-II w.e.f. 1.7.07	

NON-TEACHING (SECRETARIAL/EQUIVALENT & Gr. D) CATEGORY

Assistant/Sr. Steno/ Accounts Clerk/Cashier					
Shri aswant Singh, Steno (Sr.)	Clerk 19.7.66 Stenotypist 22.5.72 Steno (Jr.) 1.8.73 Accounts Clerk 1.8.80 Steno (Sr.) 31.10.84	3050-4590 3050-4590 4000-6000 5000-7850 5000-7850	5450-7850 ACP-I w.e.f. 1.1.96 5500-9000 ACP-II w.e.f. 1.8.2000	6500-10500 w.e.f. 1.8.04	- 225 -
avneet Sethi, Steno (Sr.)	Steno (Jr.) 10.3.75 Steno (Sr.) 11.10.79	4000-6000 5000-7850	5450-7850 ACP-I w.e.f. 1.1.96 5500-9000 ACP-II w.e.f. 1.11.99	6500-10500 w.e.f. 1.4.04	
iv Kumar, Steno. (Sr.)	Steno Typist 9.1.67 Steno (Jr.) 15.7.68 Steno (Sr.) 6.1.78	3050-4590 4000-6000 5000-7850	5450-7850 ACP-I w.e.f. 1.1.96 5500-9000 ACP-II w.e.f. 1.2.98	6500-10500 w.e.f. 1.4.04	
abhu Dayal, Cashier	Farash-cum-Attendant 15.10.74 Lab. Attendant 30.7.77 Clerk 9.7.80 Head Cashier 1.8.06	2550-3200 3050-4590 3050-4590 5000-7850	4000-6000 ACP-I w.e.f. 1.1.96 5000-7850 ACP-II w.e.f. 1.8.97	5000-8000 ACP-II w.e.f. 1.4.04	
nbir Singh, Assistant	Lib. Attendant 29.1.74 Clerk 3.7.80 Assistant 1.8.06	3050-4590 3050-4590 5000-7850	5000-7850 ACP-II w.e.f. 1.1.96	5000-8000 ACP-II w.e.f. 1.4.04	

Lal Chand Sharma, Assistant	Clerk 28.4.79 Assistant 1.8.96	3050-4590 5000-7850	4000-6000 ACP-I w.e.f. 1.1.96		Not eligible for stepping up of scale on par with Ranvir Singh, presently Assistant and then Clerk; and Sh. Lal Chand Sharma, Assistant then Clerk
Am Ghumawan, Accounts Clerk	Daftri 22.2.73 Clerk 28.4.79 Accounts Clerk 1.1.98	2650-4000 3050-4590 5000-7850	4000-6000 ACP-I w.e.f. 1.1.96		Not eligible for stepping up of scale at par with Ranvir Singh, presently Assistant and then Clerk; and Sh. Lal Chand Sharma, Assistant then Clerk
Uriya Lal, Assistant	Clerk 10.9.80 Storekeeper(Jr.) 29.1.96 Assistant 16.4.01	3050-4590 3050-4590 5000-7850	4000-6000 ACP-I w.e.f. 1.1.96 5000-7850 ACP-II w.e.f. 1.10.2000		
Harwar Singh Chauhan, Storekeeper	Sr. Storekeeper 3.7.95	5000-7850	5500-9000 ACP-I w.e.f. 1.8.07		
Clerk/Restorer/Driver					
Am Lal, Clerk	Peon 12.5.71 Clerk 27.4.79	2550-3200 3050-4590	4000-6000 ACP-I w.e.f. 1.1.96 5000-7850 ACP-II w.e.f. 1.5.99	5000-8000 ACP-II w.e.f. 1.4.04	Not eligible for stepping up of scale at par with Ranvir Singh, presently Assistant and then Clerk
ij Bhusan, Clerk	Peon 10.9.76 Daftri 19.10.79 Clerk 1.8.90	2650-4000 3050-4590			Pay to be stepped up to Rs. 4600 w.e.f. 1.2.07 to have parity with Ms. Deepika, Clerk
mesh Chand, Clerk	Clerk 29.6.90	3050-4590	4000-6000 ACP-I w.e.f. 1.7.2000		2 increments dropped without cumulative effect due on 1.3.2002 & 1.3.2003 which were restored on 1.3.2004. Hence, this punishment has no bearing on ACP-I which was due on 1.7.2000.
si Dass Batra, Restorer	Peon 4.9.70 Lib. Attendant 30.11.81 Restorer 1.11.96	3050-4590 3050-4590	4000-6000 ACP-I w.e.f. 1.1.96 5000-7850 ACP-II w.e.f. 1.12.01	5000-8000 ACP-II w.e.f. 1.4.05	

Harmesh Lal, Restorer	Peon 9.9.74 Lib. Attendant 24.11.81 Restorer 22.8.06	3050-4590 3050-4590	4000-6000 ACP-I w.e.f. 1.1.96 5000-7850 ACP-II w.e.f. 1.12.01	5000-8000 ACP-II w.e.f. 1.4.05	
Arjun Singh, Restorer	Lib. Attendant 30.5.81 Restorer 4.4.91	3050-4590 3050-4590	4000-6000 ACP-I w.e.f. 1.1.1996 5000-7850 ACP-II w.e.f. 1.6.01	5000-8000 ACP-II w.e.f. 1.4.04	
Tagvinder Singh, Driver	Peon 1.9.65 Truck Cleaner 7.2.67 Driver 27.1.70	3050-4590	5000-7850 ACP-II w.e.f. 1.1.96	5000-8000 ACP-II w.e.f. 1.4.04	

ROUP-D

Phool Kumar, Peon	Peon 24.10.94	2550-3200	2650-4000 ACP-I w.e.f. 1.11.06		Rejected for grant of ACP-I on 30.6.07. He may be considered again when Screening Committee meets next time.
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Subject: Grant of ACP Scale(s) and stepping up of pay of the employees of National Institute of Technology, Kurukshetra.

The Director vide letter No. GA-II/1298 dated 10.2.2006 constituted the Committee consisting of Dr. R.C. Bhattacharjee, Chairman, Sh. R.K. Arora, the then D.R.(Acs.) and Sh. L.C.Mangwana, the then D. R.(GA) as members to examine the cases of the non-teaching employees pertaining to ACP scheme of the Central Govt. The Committee submitted the recommendations of the non-teaching employees eligible for ACP scale(s) as per Central rules.(Copy at Annexure-I). The Committee in its report submitted on 28.2.2006 specifically mentioned as under:

“Regional Engineering College, Kurukshetra was converted into National Institute of Technology, Kurukshetra with Deemed to be University status in June 2002. Consequently, the administrative and financial control of the Institute also changed from dual (Central Govt. and Haryana State Govt.) to the Central Govt. control only. As a result, the service conditions of the employees, especially the non-teaching employees, who were earlier controlled by the State Govt. ACP rules, were changed to Central Govt. rules. **Hence, the State Govt. functional pay scales and ACP scheme which were operational in the Institute became infructuous due to the fact that the Central Govt. functional pay scales and ACP scheme are in variance with those of State Govt.**

The Board of Governors of the Institute in their meeting held on 8.12.2003 vide item No. 4.12 allowed ACP scales to the employees of the Institute on the Central Govt. pattern w.e.f. 1.1.2004. However, before implementing the above Central Govt. ACP scheme it was necessary to rationalize the existing (Haryana State Govt.) scales to functional scales prescribed by the Central Govt. These rationalized functional scales on Central Govt. pattern were approved by the Board of Governors in their meeting held on 30.9.2004 vide item No. 6.8 and the same became operational w.e.f. 1.4.2004. **Hence it is logical to implement the new Central Govt. ACP scheme w.e.f. 1.4.2004.”**

Further, the Board of Governors of the Institute in their meeting held on 30.9.2004 vide Item No. 6.10 while considering the implementation of Assured Career Progression (ACP) to the non-teaching employees of NIT Kurukshetra on State Govt. Pattern prior to 1.1.2004 decided as under :

“The Board noted as under:

- i) The ACP rules on the Central Government pattern have been adopted by the Institute w.e.f. 1.1.2004.
- ii) There are about 40 ACP cases which are pending for disposal during the period prior to 1.1.2004 on the State Government pattern.

“The Board decided to allow ACP to the non-teaching employees of the Institute for the period prior to 1.1.2004 on the State Government pattern after due process of scrutiny as required under rules.”

The Committee also recommended the grant of permissible ACP scales to the employees as per the details given in Table-I(Annexure-I) subject to screening by the duly constituted Screening Committee (department-wise) as prescribed in the Central Government ACP rules. A copy of the recommendation of the ACP Committee as per Central Govt. ACP rules is placed below at Annexure-I.

The State Govt. has revised the pay scales of the employees alongwith the ACP scales mentioning therein that ACP scales are to be granted initially where he has joined and actually he has to be given I-ACP on completion of 10 years service and II-ACP on completion of 20 years of service subject to the condition that his service must be satisfactory and he has not got any financial upgradation during this period.. The employees are entitled for the ACP as per Haryana Govt. ACP rules, reproduced as under:

Eligibility for Grant of ACP Scales:

- (1) Every Government servant who, after regular satisfactory for a minimum period of 10 years, if the minimum period is not otherwise prescribed to be different than 10 years either in these rules or by the Government for any class or categories of Government servant from time to time has not got any financial up gradation in terms of grant of a pay scale higher than the functional pay scale prescribed for the post as on 31.12.1995 on which he was recruited as a direct recruited fresh entrant.
 - a) Either as a consequence of his functional promotion in the hierarchy, or
 - b) as a consequence of the revision of pay scale for the same post, or
 - c) as a consequence of any other event through which the functional pay scale of the post has been upgraded, with respect to the functional pay scale prescribed for the post as on 31.12.1995 shall for the purposes of drawal of pay, be eligible for placement into the First ACP scale with reference to him.
- (2) Every Government servant who, **after a regular satisfactory service for a minimum period of 20 years if the minimum period is not otherwise prescribed to be different than 20 years either in these rules or by the**

Government for any class or categories of Government servant from time to time has not got more than one financial upgradation in terms of grant of a pay scale higher than the functional pay scale prescribed for the post as on 31.12.1995 on which he was recruited as a direct recruited fresh entrant :

- a. either as a consequence of his functional promotion in the hierarchy, or
- b. as a consequence of the revision of pay scale for the same post, or
- c. as a consequence of any other event through which the functional pay scale of the post has been upgraded, with respect to the functional pay scale prescribed for the post as on 31.12.1995 shall for the purposes of drawal of pay, be eligible for placement into the Second ACP scale shall also be considered financial upgradation for the purpose of this rule.

Further the Board of Governors of the Institute in their meeting held on 8.12.2003 vide item No. 4.12 allowed ACP scales to the non-teaching employees of the Institute on the Central Govt. pattern w.e.f. 1.1.2004. The Central Govt. under rule 10 of the ACP scheme suggests providing two financial up-gradation in the entire regular service career of an employee. As per Central Govt. ACP rules 1st and 2nd ACP scales are proposed to be granted after 12 and 24 years of regular service respectively.

The Director, vide orders dated 16.10.2007 constituted the committee, consisting of Dr. R.C. Bhattacharjee, Chairman, Dr. N.K. Gupta, Sh. Y.N. Saini, A.R.(GA) and Shri S.K. Sharnia, A.R.(Acs.) as members to examine the cases of the non-teaching employees pertaining to their grievances. The Committee already submitted its report for grant of promotion to the eligible employees. The report of the Committee for the grant of ACP scales to the eligible employees and stepping up of pay wherever applicable has now been submitted (Annexure-II). Prior to 1.4.2004(the date of implementation of Central Govt. ACP scheme) the State Govt. functional pay scales and ACP scheme were operational in the Institute. The following recommendations have been given by the Committee:

Recommendations:

- (i) **“The hierarchy in a cadre/category (teaching supporting, secretarial etc.) including their promotional scales be clearly defined and the ACP be granted accordingly. For this purpose the following hierarchies have been defined:”**

....

[Tables-II,III and IV show functional Promotional/ACP scales on Haryana Govt. pattern prior to 1.4.2004 and Functional Promotional/ACP Scales on Central Govt. pattern w.e.f. 1.4.2004.]

- (ii) "All the eligible employees be granted ACP scales on due dates w.e.f. 1.1.1996 to 31.3.2004 on State Govt. pattern; and thereafter on Central Govt. pattern w.e.f. 1.4.2004 on the rationalized Central Govt. scales.
- (iii) Those employees from Group-D cadre entering into Group-C cadre on availing maximum of two ACP scales be given the benefit of stepping up of their salary at par with the junior employees of the same cadre (Group C) w.e.f. the date the junior employees started getting salary higher than the said senior employees.
- (iv) Since there is no ban on granting ACP to the employees falling under the normal structured posts, it be granted to the eligible employees on fulfilling the criteria of 10/20 and 12/24 years regular service from the date of direct recruitment on State Govt. and Central Govt. patterns respectively. However, the approval of the Board of Governors may be sought before granting the ACP on State Govt. pattern prior to 1.4.2004
- (v) The above benefit of ACP be extended to those eligible employees if any, who have not specifically applied for this relief."

The report is submitted with the following observations:

- i) Recommendations No. (i) & (ii) above indicate that all the eligible employees be granted ACP scales on due dates w.e.f. 1.1.1996 to 31.3.2004 on State Govt. pattern and thereafter on Central Govt. pattern w.e.f. 1.4.2004. The State ACP should have been exhausted first by the office itself as per decision of the Board of Governors of the Institute in their meeting held on 30.9.2004 vide Item No. 6.10 while considering the implementation of Assured Career Progression (ACP) to the non-teaching employees of NIT Kurukshetra on State Govt. Pattern prior to 1.1.2004, as quoted at 'X' at NP 1-2 ante. After 31.3.2004 the eligible ACP cases are to be put up by the office in routine.

Further, again a major policy decision may kindly be taken by the higher authorities regarding switching over the grant of ACP-I & II under State Govt. scheme, w.e.f. 1.1.1996. In many cases the employees, as per recommendations of the Committee, Constituted earlier on 10.2.2006 have been given ACP scales under Central Govt. ACP scheme. Now, they are again to be considered for State Govt. ACP-I & II w.e.f. 1.1.1996.

In case it meets the approval of the higher authorities many more cases for revision of ACP-I & II under State ACP scheme prior to 1.4.2004 will arise and the office of the Estt. Branch has tried to identify such cases and produced below at Annexure-III. In

such cases it will be in favour of the Institute in case option is invited from such interested employees to avoid any further representations.

- ii) Table-V of the report dated 17.1.2008 indicates the list of employees eligible for ACP-I & II on State Govt. pattern upto 31.3.2004 and thereafter on Central Govt. pattern w.e.f. 1.4.2004. In these cases ACP scales are allowed to the various officials w.e.f. 1.4.2004 does not seem to be correct as these officials have already completed their 20 years service and allowed ACP-I & II while they were under State Govt ACP scheme. Now, they can not be allowed ACP-III of Central Govt. In the case of Sh. R.P. Vajpayee he has been given one promotion in the grade of 6500-10500 which is the grade of II ACP of the grade of 5000-7850. So he cannot be allowed the grade of 7450-11500 w.e.f. 1.4.2004 because a clerk is appointed in the grade of 3050-4590 and if he is promoted in the grade of 5000-7850 he cannot be allowed the benefit of ACP as the grade of ACP-II is 5000-7850. Similarly in Case No. 11, 12 & 13 after grant of ACP-II under State Govt. next higher ACP scale of Central Govt. is not admissible. They will remain in ACP scale of 5500-9000, available in STATE/CENTRAL ACP scheme. After 1.4.2004 the ACP already granted to the employees under Central ACP rules on the recommendation of earlier Committee may be adjusted/withdrawn. Remaining cases in the report are to be dealt with under the policy decision of implementing the State ACP w.e.f. 1.1.1996. The cases of retired employees are also to be taken up as indicated in the report.
- iii) Further under STATE ACP rules stepping up of Seniors at par juniors is admissible and may be dealt with under State ACP rules. After 1.4.2004 under Central Govt. ACP rules, the following Stepping up rule 8 is applicable:
"The financial up gradation under the ACP scheme shall be purely personal to the employee and shall have no relevance to his seniority position. As such, there shall be no additional financial up gradation for the senior employee on the ground that the junior employee in the grade has got higher pay scales under the ACP scheme"
Prior to 1.4.2004 the Higher Authorities have passed various speaking orders under the direction of the Hon'ble Court. In such cases (Annexure-IV) thorough examination is required to avoid any legal complications.
- iv) The normal cases may be dealt with expeditiously under the Central ACP rules after following the due procedure.
- v) In case of major policy decision is taken to grant the ACP-I & II again on State Govt. ACP scheme, all such cases may again be examined thoroughly by the GA Section under rules and due procedure may please be adopted.
Rest of the recommendations of the Committee from Sr. No. 3 to 5 are also submitted.

The report is submitted with the above observations, please.

AR(Accounts) 7/12/08

AR(GA) 7/12/08

Registrar.

Dr. R.C. Bhattacharjee Report may be studied by the ~~Establishment~~ GA section along with other two members of the Committee (ARA & ARGA) and then after thorough exam. matter may be placed before the BOG in the next meeting.

Urgent. Matter may be reported back after one month.

Atk. 12/12/08. The BOG in the next meeting.

Item: 14.40 To consider the pay scale²³³ of Lab. Attendants, Jr. Storekeepers, Carpenters, Masons, Plumbers, Asstt. Pump Drivers, Painter etc.

On the request of Karamchari Sangh regarding hardship being faced by the Lab. Attendants, Jr. Storekeepers, Carpenters, Masons, Plumbers, Asstt. Pump Drivers, Painter etc., the Director constituted a Committee comprising of the following to look into the grievances of the above said employees: -

- | | | |
|----|--|----------|
| 1. | Dr. S.K. Sharma, Professor,
Mech. Engg. Deptt. | Chairman |
| 2. | Dr. S.M. Gupta, Asstt. Professor
Civil Engg. Deptt. | Member |
| 3. | Sh. G.R. Samantaray,
Deputy Registrar (Estt.) | Member |
| 4. | Sh. M.R. Sharma
Audit Officer | Member |

The Committee has gone through the office records, Govt. Instructions and decisions taken by the BOG/FC from time to time to grant the pay scale of Rs. 1200-2040 to the Laboratory Attendants whose qualification is Matric with ITI.

The Committee observed that the following Lab. Attendants having Matric with ITI qualification were granted the pay scale of Rs. 1200-2040:-

- | | | |
|----|------------------------|------------------|
| 1. | Sh. Harjeet Singh * | ----- |
| 2. | Sh. Gurmail Singh | w.e.f. 23.1.1996 |
| 3. | Sh. Raghbir Singh | w.e.f. 23.1.1996 |
| 4. | Sh. Ram Saran | w.e.f. 23.1.1996 |
| 5. | Sh. Vijay Kumar | w.e.f. 21.3.1997 |
| 6. | Sh. Om Parkash | w.e.f. 21.3.1997 |
| 7. | Sh. Chander Bhan | w.e.f. 14.7.1998 |
| 8. | Sh. Narender Pal Singh | w.e.f. 14.7.1998 |

Accordingly, the entries were made in service books of the above mentioned Lab. Attendants. *At that time, Sh. Harjeet Singh had not fulfilled the required qualification for the post of Lab. Attendant. Therefore, the pay scale of Rs. 1200-2040 was neither granted nor entered in his service book inspite of letter No. GA-III/4246-50 dated 5.4.1996.

In view of the revision of pay scale w.e.f. 1.1.1996, the Lab. Attendants were again placed in revised scale Rs. 3050-4590. The Committee also observed that the higher scale once granted to an employee (Lab. Attendant) can not be withdrawn at their own (report of the Committee is placed as Appendix **XXXII** from pages 236 to 266).

The case of above Lab. Attendants is hardship one and the history of the case is explained in the minutes of the Committee. Hence, the pre-revised scale of pay of Rs. 1200-2040 revised to Rs. 4000-6000 w.e.f. 1.1.1996 may be considered as personal to the above incumbents on the posts of Lab. Attendants and that the scale of pay of the other counterpart Lab. Attendants will be Rs. 3050-4590 as recommended by the Pay Revision Committee. It may be mentioned here that revised pay scales w.e.f. 1.1.1996, the pay scale of Technician Grade 'B' pre-revised Rs. 1200-2040 was revised to Rs. 4000-6000. The post of Technician Grade 'B' is higher post.

In this connection it may also be stated that some Lab. Attendants filed case in the Hon'ble Punjab and Haryana High Court in 1999. The Hon'ble High Court directed the Institute in 2006 to take decision in the matter. Accordingly, a speaking order was passed by the Institute on 23.11.2006. In fact it was only due to discrepancy that the Lab. Attendants with Matric with ITI were allowed the pay scale of Rs. 1200-2040 (un-revised). The qualification laid down for the posts of Lab. Attendants in NITK (earlier RECK) is Matric or ITI. Also the State Govt. vide their letter dated 26th July, 1991 modified instructions earlier issued vide letter dated 23.8.1990 under reference and clarified that the technical posts having qualifications "Matric with ITI certificate/Polytechnic" should be given the pay scale of Rs. 1200-2040 and the posts which carries qualifications "ITI certificate/diploma from Polytechnic without insistence on Matric" should be given the pay scale of Rs. 950-1400.

Further the Committee also considered the case of Carpenters, Masons, Plumbers, Asstt. Pump Drivers, Painter etc. who are demanding that their pay scales may be given at par with regular employees on the plea that some employees were also not fulfilling the prescribed qualification of the post but they are enjoying the pay scale of the existing post. .

The Hon'ble High Court has dismissed the case after giving the relief to regularize their services with all benefits at par with regular employees of the College as like Gratuity, College contribution, Earned Leave, Casual, Medical facility, bonus, increments etc. as requested serial No. 1. Accordingly, their services were regularized w.e.f. 1.1.1987 and 31.3.1993 as the case may be and appointed them in the pay scale of Rs. 950-1400 alongwith all benefits of the service at par with regular employees of the College except pay scale at par with regular employees of the existing posts.

The regular employees based on their qualification are getting the pay scales of Rs. 1200-2040 (pre-revised) and Rs. 4000-6000 (revised) w.e.f. 1.1.1996 but the employees (work-charged made regular) not fulfilling the required qualification are getting the lesser pay scale than the regular employees. Their length of services may be considered for same benefits/pay-scale like other employees in the same cadre.

The Committee has also observed that the Carpenters, Masons, Plumbers, Assistant Pump Drivers, Painters etc. are enjoying the pay scale of Rs. 4000-6000 (Revised) under ACP scales which are at par with regular employees of same category.

As far as the case of Jr. Storekeeper is concerned, the committee decided that the case of Jr. Storekeeper will be decided in due course.

As mentioned above the pay scale of Rs. 1200-2040 (pre-revised) may be considered for the seven Lab. Attendants as indicated on pre-page w.e.f. 1.1.1996 or from the date they acquired ITI qualification whichever is later as a measure personal to them to remove their hardship. Other Lab. Attendants will continue to be in the pay scale of Rs. 950-1400 (pre-revised) and Rs. 3050-4590 (revised).

The matter is placed before the Board for consideration and decision in respect of Lab. Attendants, Carpenters, Masons, Plumbers and Painters (Workcharged made regular) as mentioned above.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

APPENDIX-XXXII

The Director has constituted a Committee comprising of the following to look into grievances of Lab Attendants, Painter, Mason, Carpenter, Plumber, APD & Store Keeper (Jr.) etc.

- | | |
|---|----------|
| 1. Dr. S.K. Sharma, Professor, Mech. Engg. Deptt. | Chairman |
| 2. Dr. S.M. Gupta, Asstt. Prof., Civil Engg. Deptt. | Member |
| 3. Sh. G.R. Samantaray, Dy. Registrar (Estt.) | Member |
| 4. Sh. M.R. Sharma, Audit Officer | Member |

The Committee met in the chamber of the Chairman on 09.09.2008, 12.09.2008 & 18-09-2008 to consider the grievances received from the employees in the above cited posts.

The committee had gone through the office records/Government instructions and decision taken by the BOG/FC from time to time to grant the pay scale of Rs. 1200-2040 to the Laboratory attendant whose qualification is Matric with ITI.

(P-184) The Govt. of Haryana issued a notification No. 6/23/3PR (FD)-88 dated 23rd August, 1990 in which the Govt. of Haryana had granted the pay scale of Rs.1200-2040 to the technical post in various departments for which minimum Education Qualification Prescribed is Matric with I.T.I. certificates/Polytechnic who were earlier in the pay scale of Rs.750-940, Rs.775-1025, Rs.800-1150, Rs.950-1400 and Rs.950-1500. It has been also decided by the Govt. of Haryana that further recruitment of Non Matric be stopped (Annexure-'A' & 'B').

(P-191) Accordingly an item which was placed before the Finance Committee in its 71st and 72nd meetings held on 22.12.1994 and 24.05.1995 respectively. The Committee recommended that Laboratory Attendants, System Attendants and tracers whose qualification is Matric with ITI be considered as posts of technical nature and be granted the pay scale of Rs.1200-2040 in terms of Haryana Govt. Notification dated 23.08.1990 from the date on which the Board ratifies/approves these recommendations (Annexure-'C' & 'D').

Sh. B.S. Kauthuria Asstt. Financial Advisor, Government of India, MHRD has commented that the orders of the State Govt. may be implemented to the category for which these been specifically issued.

However the same agenda was placed before the BOG in its 86th meeting held on 23.01.1996 and decided as under.

(P-197-198) **"The Finance Committee in its 72nd meeting held on 24.05.1995 recommended that Laboratory Attendants, system Attendants and tracers whose qualification is Matric with ITI be considered as posts of technical nature and be granted the pay scale of Rs.1200-2040 in terms of Haryana Govt. Notification dated 23.08.1990 from the date on which the Board ratifies/approves these recommendations. The recommendations of the Finance committee as contained in agenda item 86.9 have been ratified by the Board on 23.1.1996." (Annexure-'E' & 'F')**

The board resolved in its 88th meeting held on 15.03.1997 that the following provision for mode of recruitment and the qualifications for promotion for internal candidates to the post of System Attendant be approved on the condition that this will not involve any financial implications.

- (P-200)
- | | | |
|--------------------------|---|--|
| 1. Mode of recruitment | : | 75% by promotion. |
| | : | 25% by Direct Recruitment. |
| 2. Pay Scale. | : | Rs.1200-2040. |
| 3. Qualifications | : | Matric with ITI Certificate in Electronics |
| Prescribed for promotion | | or Allied Trades |
| (Internal Candidates) | | (Annexure-'G') |

Keeping in view of the above, the Institute issued a letter No. GA-III/4246-50 dated 05.04.1996 for the grant of the pay scale of Rs.1200-2040 w.e.f. 23.01.1996 to the following:-

- (P-201)
- | | | |
|----|---------------------|------------------|
| 1. | Sh. Naresh Bhardwaj | System Attendant |
| 2. | Sh. Roshan Lal | -do- |
| 3. | Sh. Shiv Raj | -do- |
| 4. | Sh. Harjeet Singh* | Lab. Attendant |
| 5. | Sh. Gurmel Singh | -do- |
| 6. | Sh. Raghbir Singh | -do- |
| 7. | Sh. Ram Saran | -do- |

* At that time Sh. Harjeet Singh had not fulfilled the required qualification for the post of Lab Attendant. Therefore, the pay scale of Rs.1200-2040 was neither granted nor entered in his Service Book inspite of the above mentioned letter No. GA-III/4246-50 dated 05.04.1996.

Similarly the pay scale of Rs.1200-2040 was also granted to the following Lab Attendants: -

	<u>S.No.</u>	<u>Letter No.</u>	<u>Name</u>
CP-202	1.	GA-III/97/4025-26 Dated 24-04-1997	Sh. Vijay Kumar
CP-203	2.	GA-III/97/4023-24 dated 24-04-1997	Sh. Om Parkash
CP-204	3.	GA-III/98/8011-16 dated 24-09-1998 h. (Annexure-'H')	Sh. Chander Bhan & Sh. Narender Pal Singh

Accordingly the entries were made in Service Books of the above mentioned Lab Attendants.

In view of the revision pay scale with effect from 01-01-1996, the Lab Attendants were again placed in the pre-revised Scale of Rs.950-1500 (revised to Rs.3050-4590) without giving any chance to the above mentioned Lab Attendants to represent their position regarding granting of lower Scale.

The Committee observes that the higher scale once granted to an employee (Lab Attendant) can not be withdrawn at their own.

The Carpenters, Masons. Plumbers, Assistant Pump Driver, Painters etc. are demanding that their pay scales may be given at par with regular employees on the plea that some employees who are also not fulfilling the prescribed qualification of the post but they are enjoying the pay scale of the existing post.

It is mentioned here that the above persons are appointed in the pay scale of Rs.950-1400 w.e.f. 01.01.1986 and whereas the regular Carpenters, Masons, Plumbers etc. were in the pay scale of Rs.1200-2040 w.e.f. 01.01.1986 which was revised to Rs.3050-4590 and Rs.4000-6000 w.e.f. 01.01.1996 respectively. However, Carpenters, Masons, Painters and Plumbers Workcharge made regular were enjoying ACP-I of Rs.4000-6000 after completion of 10 years service from their joining dates under ACP Scheme.

In this connection, it is stated that these persons were engaged in the College as Workcharge made regular. They have also filed a writ petition No.11084 of 1988 and 11086 of 1988 in the Hon'ble High Court, Chandigarh and requested therein that they may be allowed the followings:

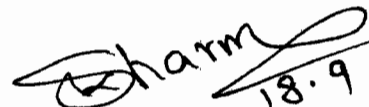
1. That their services may be regularized and they may be given all benefits at par with regular employees of the College as like Gratuity, College contribution, Earned Leave, Causal Leave, Medical facility, bonus, increments etc.
2. That they may be allowed the pay scale at par with regular employees of the College.

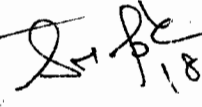
The Hon'ble High Court has dismissed the case with given the relief as requested serial NO.1. Accordingly, their services were regularized w.e.f. 01.01.1987 and 31.03.1993 as the case may be and appointed them in the pay scale of Rs. 950-1400 alongwith all benefits of the service at par with regular employees of the College.

The Committee observed that the Carpenters, Masons. Plumbers, Assistant Pump Drivers, Painters etc. are enjoying the pay scale of Rs.4000-6000 (Revised) under ACP scales which are at par with regular employees of same category.

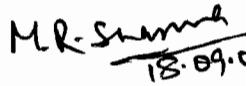
In respect of the case of Store Keeper (Jr.) the required documents were not available to the Committee. Hence, the case will be decided in due course.

Keeping in view, of the facts and figures, mentioned above the matter may be placed before the Finance Committee for consideration and decision.


(S.K. Sharma) 18.9


(S.M. Gupta) 18.9.01


(G.R. Samantaray) 18.09.08


(M.R. Sharma) 18.09.01

(Office copy)

No. 6/23/3PR(UD)-88

From

The Commissioner & Secretary to Govt.
Haryana, Finance Department.

To

- 36 July
12
28/8
Toda
1. All Heads of Departments, Commissioners
Ambala, Hisar, Rohtak and Gurgaon Divisions,
Deputy Commissioners and Sub-Divisional
Officers (Civil) in Haryana.
 2. The Registrar,
Punjab & Haryana, High Court,
Chandigarh.
 3. The Registrars,
Maharshi Dayanand University, Rohtak,
Kurukshetra University, Kurukshetra,
Haryana Agricultural University, Hisar.

Dated, Chandigarh, the 23rd August, 1990.

Subject : Revision of Pay Scales.

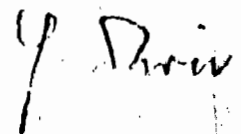
Sir,

I am directed to refer to Haryana Government Notification No. GSR 39/Const./Art./309/ dated the 29th April, 1987, vide which the pay scales of State Govt. employees were revised w.e.f. 1-1-86 and also to Finance Department letter No. 6/38/3PR (FD)-87, dated the 16th May, 1989, No. 6/38/3PR (FD)-87, dated the 2nd June, 1989 and letter No. 6/38/3PR (FD) dated the 16th May, 1990 vide which the pay scales of some Categories of employees were revised/ further revised w.e.f. 1-5-1989.

2. Certain discrepancies in the pay scales revised w.e.f. 1-1-1986 were pointed out by some Employees Associations and also by some departments. Having examined the representations received and suggestions made, it has been decided to modify the pay scales of some of the posts w.e.f. 1-5-1990 as per details given in Annexure 'A'. The Pay Scales vide notification mentioned in Para-1 above stand modified to the extent these are shown in Annexure 'A'.

3. The pay of the employees whose pay scales have been modified w.e.f. 1-5-1990 as detailed in Annexure 'A' to this letter is to be fixed in accordance with the normal rules laid down in the Punjab Civil Services Rules, Volume-I, Part-I, the rules prescribed vide Extraordinary Gazette Notification No. G.S.R. 39/Const./Art./309/87, dated 29-4-87 and the instructions issued on the subject from time to time.

Yours faithfully,

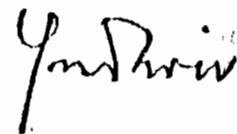


(MARK)
1. Secretary, Finance (B).
for Commissioner & Secretary to Government,
Haryana, Finance Department.

Endst. No. 6/23/3PR(FD)-88

Page 240 Chandigarh, the 23rd August, 1990.

A copy is forwarded to the Accountant General, Haryana (i) (A&E), (ii) (Audit), Chandigarh, for information.



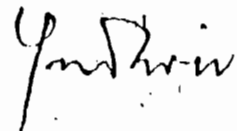
(Y.S. MALIK)

Deputy Secretary Finance (B)
for Commissioner & Secretary to Government,
Haryana, Finance Department.

Endst. No. 6/23/3PR(FD)-88

Dated, Chandigarh, the 23rd August, 1990.

A copy is forwarded to the Home Secretary, Chandigarh Administration, Chandigarh, for information and necessary action.

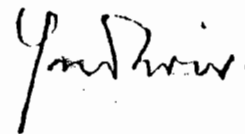


(Y.S. MALIK)

Deputy Secretary Finance (B),
for Commissioner & Secretary to Government,
Haryana, Finance Department.

A copy is forwarded to :

1. All the Financial Commissioners in Haryana; and
2. All the Commissioners & Administrative Secretaries to Government, Haryana, for information and necessary action.



(Y.S. MALIK)

Deputy Secretary Finance (B),
for Commissioner & Secretary to Government,
Haryana, Finance Department.

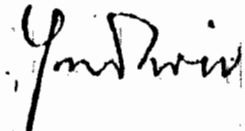
To

1. All the Financial Commissioners in Haryana.
2. All the Commissioners & Administrative Secretaries to Govt., Haryana.

U.O. No. 6/23/3PR(FD)-88

Dated, Chandigarh the 23rd August, 1990.

A copy is forwarded to the Principal Secretary to the Chief Minister, Senior Secretaries to Ministers, Secretaries to Ministers and Private Secretaries to Ministers, Ministers of State and Chief Parliamentary Secretary, for the information of Chief Minister, Ministers, Ministers of State and Chief Parliamentary Secretary.



(Y.S. MALIK)

Deputy Secretary Finance (B),
for Commissioner & Secretary to Government,
Haryana, Finance Department.

To

The Principal Secretary to the Chief Minister,
Senior Secretaries to Ministers, Secretaries to
Ministers, Private Secretaries to Ministers/
Ministers of State/Chief Parliamentary Secretary.

U.O. No. 6/23/3PR(FD)-88

Dated, Chandigarh, the 23rd August, 1990.

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1-1-1986	Modified scale of pay w.e.f. 1-5-1990
1	2	3	4	5
1.	Agriculture	Director	3700—5000	4800—5700
		Addl. Director	3700—5000	4100—5300
2.	Animal Husbandry	Director	3700—5000	4800—5700
		Asstt. Director/S.D.O. (All)	2000—3500	2375—3600(2375-75-2900-EB-100 3600)
3.	Archives	Archivist	1600—2660	1640—2900
		Book-Binder	775—1025	950—1400 ✓
4.	Ayurveda	Director	3700—5000	4100—5300
		Professor	2000—3500	3700—5000 (Provided the prescribed qualifications are at par with those in recognised institutions).
		Asstt. Director	2000—3200	2000—3500
		Distt. Ayurveda Officer	2000—3200	2000—3500
		A.M.O.	1640—2900	2000—3500
		Demonstrator	1600—2660	2000—3500
		Lecturer in Sanskrit	1600—2660	2000—3500
5.	Haryana Civil Sectt.	All Class-IV employees	750—940 775—1025 800—1150	750—940 775—1025 800—1150 (Spl. pay of Rs. 30/- per month to all Class-IV employees of Haryana Civil Sectt.)
6.	Development & Panchayats	Planning Officer	2000—3200	2000—3500
		OSD(HRDI)	2000—3200	2000—3500
		BDPOs	1640—2900	2000—3500
7.	Elections	Electoral Officer	2000—3500	2375—3600
		Asstt. Chief Electoral Officer	2000—3200	2000—3500
8.	Employment	Asstt. Director/Divn. Employment Officer	2000—3500	2375—3600
		Distt. Employment Officer	2000—3200	2000—3500
9.	E.S.O.	E.S.A.	3700—5000	4100—5300
		Dy. E.S.A.	2000—3500	2200—4000
		R.O./Distt. S.O.	2000—3200	2375—3600
		Statistical Asstt.	1400—2600	1600—2660

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1-1-1986	Modified scale of w.e.f. 1-5-199
10.	Education	Director Primary Education (Newly created Post)		4100—5300
		Dy. Director/DEO/COEO/Programme Officer etc.*	2200—4000	3000—4500
		*Incharge Technical Cell/HONEF Coordinator/Incharge Science Wing/Sr. Adult Psychologist		
		Registrar	2000—3500	2200—4000
		Asstt. Director/SDEO/Dy. DEO/ Sr. Spl./Youth & Sports Officers/ Principals/Asstt. State Survey Officers/Evaluation Officers/ Counsellors/Sr. Consultant/Psychologist/Project Officer	2000—3500	2200—4000
		Head Masters/Head Mistresses of High Schools	2000—3200	2000—3500
		Lecturer in GSSS/SCRET/Hr. Gurgaon Educational Psychologist/Junior Specialist/ Subject Specialist	1640—2900	2000—3500
		Provincialised School Head Masters/Mistresses		2000—3500 (This will be personal to the incumbents)
		Head Masters/Head Mistresses of Middle Schools	1600—2660	1640—2900
		Language Teachers	1200—2040	1400—2600 (To be the same pay scales as applicable to other teachers i.e. B.A., B.Ed. even when they possess O. T. qualifications).
11.	Excise & Taxation	Addl. ETC	3700—5000	4100—5300
12.	Forest	Forest Ranger	1400—2600	1600—2660
13.	Food & Supplies	Deputy Director	2000—3500	3000—4500
		Dist. Food & Supplies Controller	2000—3200	2200—4000
		Distt. Food & Supplies Officer	1640—2900	2000—3200
		Asstt. Food & Supplies Officer	1600—2660	1640—2900
14.	Hospitality	Asstt. Director	2000—3200	2000—3500

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1-1-1986	Modified scale of pay w.e.f. 1-5-1990
15.	Health & Medical College, Rohtak	Addl. Director/Director	4100 - 5300	4800 - 5700
		Dental Surgeons (Class-I & II)	2000 - 3500 + NPA (Class-II) 3000 - 4500 + NPA (Class-I)	2200 - 4000 3000 - 4500 (after 5 years of regular satisfactory service)
				<u>Selection Grade</u> 4100 - 5300 (after 12 years of regular satisfactory service) limited to 20% of the cadre posts.
		Dy. State Drug Controller	2000 - 3500	2200 - 4000
		Public Analyst	2000 - 3500	2200 - 4000
		Dy. Public Analyst	2000 - 3200	2000 - 3500
		Sr. Scientific Officer	1640 - 2900	2000 - 3500 (if the qualification at the time of entry in Government Service is M.Sc. Ind Class).
		Sr. Drug Inspector	1640 - 2900	2000 - 3200
		Chief Pharmacists	1600 - 2660	1640 - 2900
		Asstt. Unit Health Officer/ Supervisor/Sr. Lab. Tech./ Investigator	1400 - 2600	1600 - 2660
		Sr. Pharmacists	1400 - 2600	1600 - 2660
		Artist-cum-Photographer/ Artist-cum-Draftsman	1400 - 2600	1600 - 2660 (if the qualifications prescribed is 5 yrs. diploma from a recognised Institution).
		Pharmacists	1350 - 2200	1400 - 2600
		Ophthalmic Assistants	1200 - 2040	1400 - 2600
		T.B. Health Visitor	1200 - 2040	1350 - 2200
		Projectionist-cum-Mechanic	950 - 1500	1200 - 2040
		Photographer	950 - 1500	1200 - 2040
16.	Home Guard	Sr. Staff Officer	2000 - 3500	3000 - 4500 (TS) 4100 - 5300 (SC) (after 12 yrs. of regular satisfactory service as Sr. Staff Officer).
		District Commandant	2000 - 3200	2200 - 4000
		Centre Commandant	1600 - 2660	2000 - 3200

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1-1-1986	Modified scale of pay w.e.f. 1-5-90
		Qu. Master Subedar	1600-2660	2000-3200
		Company Commandant	1600-2660	2000-3200
		Asstt. Distt. Commandant	1400-2600	1640-2900
		Civil Defence Instructor	1400-2600	1640-2900
		Platoon ^c Commander	1400-2600	1640-2900
		Wireless ^c Mechanics	1200-2040	1320-2040
		Drivers	950-1500	1200-2040
		Wireless Operators	950-1500	1200-2040
				(Strictly subject to the condition that the Wireless Operators already working in the pay scale of Rs. 1200-2040 will not claim further higher grade in future on this basis).
17.	Industrial Training	Controller of Examinations/Asstt. Director (N.E.)	2000-3500	2375-3600
		Asstt. Director (N.E.) Group---B	2000-3200	2000-3300
		Asstt. Director (Woman)	2000-3200	2000-3500
		Group Instructor/App. Supervisors (Tech.)/Mill Wright Instructor	1600-2660	1640-2900 (for 1/3 posts in the cadre).
18.	Industries	Adtl. Director	3000-5000	4100-5300
		Dy. Director (Group---B)	2000-3500	2375-3600
19.	Labour	Adtl. Director Indl. Safety and Health	3000-4500	3700-5000
		Dy. Director Indl. Safety and Health	3000-4500	3200-4700
		Waterman	250/-fixed	Waterman being a contingent paid employee he paid according to the norms prescribed by the D.C.
20.	L.R.	A.L.R. & Under Secy.	2200-4000	2200-4000-4400/-S.P.
		Coordination and Publication Officer	2000-3500	2375-3600
21.	Language	Asstt. Director	2000-3200	2000-3500
		Research Asstt.	1600-2660	1640-2900

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1-1-1986	Modified scale of pay w.e.f. 1-5-90
22.	Local Fund Accounts	Examiner	3000-4500	4100-5300
		Asstt. Examiner	2000-3500	2200-4000
		Resident Audit Officers	2000-3200	2000-3500
		Sr. Auditors	1640-2900	2000-3200
23.	Mines & Geology	State Mining Engineer	3000-5000	4100-5300
		State Geologist	3000-5000	4100-5300
		Mining Engineer	3000-4500	3700-5000
		Sr. Geologist	3000-4500	3700-5000
24.	Prison	Adl. I. G. Prisons	3000-5000	4100-5300
		Supdt. Jail/Chief Probation Officer	2000-3500	2200-4000
		Dy. Supdt. Jails	1640-2900	2000-3200
		Asstt. Supdt. Jail	1400-2600	1640-2900
25.	Prosecution	Joint Director	3700-5000	4100-5300
		Distt. Attorney	3000-4500	3000-5000
		Dy. Distt. Attorney	2000-3500	2375-3600
		Asstt. Distt. Attorney	1640-2900	2000-3500
26.	P.W.D. (B & R)	Circle Head Draftsman	1640-2900	2000-3200
		Divl. Head Draftsman	1600-2600	1640-2900
		Draftsman	1400-2300	1400-2600
27.	P.W.D. Irrigation	Dy. Collector	1640-2900	2000-3500
		Ziletdar	1400-2600	1640-2900
		Head Signaller	1400-2600	1640-2900
		Signallers	1200-2040	(i) 1200-2040 (ii) 1350-2200 (for 1/3 posts in the cadre).
		Supervisor	950-1400	1200-2040 (Provided they are promoted from time Clerk or Store Munshi).
28.	Printing & Stationery	Deputy Controller	2000-3500	2200-4000
		Asstt. Controller	2000-3200	2000-3500

In all the Govt. Departments.

Sr. No. of the Department

N. Name of the post

Existing pay scale as on 1-1-1986

Revised pay scale as on 1-5-1994

	Manager	1600-2660	1640-2900
	General Foreman	1400-2600	1640-2900
29. Public Relations	Deputy Director/R.P.L.O.	2000-3500	2200-4000
	Technical Officer (T.V.)	1640-2900	2000-3200
	Asstt. P.R.O.	1600-2660	1640-2900
	Asstt. Information Officer	1600-2660	1640-2900
	Feature Writer	1600-2660	1640-2900
	Asstt. Editor	1600-2660	1640-2900
	Copy Writer	1600-2660	1640-2900
	Art. Asstt.	1400-2600	1600-2660
			(if the qualification prescribed is 5 yrs. diploma from a recognised Institution)
			1400-2600 (without above diploma).
30. Revenue	Distt. Revenue Officer	2000-3500	2200-4000
31. Regional Engineering College, Kurukshetra	Laboratory Attendants (Non-Matric)	775-1025	950-1500
			(Further recruitment of Non-Matric be stopped)
32. Social Welfare	Adml. Director	3700-5000	4100-5300
	Dy. Director	2000-3500	2200-4000
	Distt. Social Welfare Officer	2000-3200	2000-3500
33. Sports	Deputy Director	2000-3500	2200-4000
	Distt. Sports Officer	2000-3200	2000-3500
34. Technical Education	Head of Department	2200-4000 + 200/- S.P.	3000-4500 + 200/- S.P.
	Lecturer	2000-3200 + 200/- S.P.	2000-3500 + 200/- S.P.
	P.T.I.	1600-2660	2000-3500
	Lab. Asstt.	950-1500	1400-2600
			(Provided the qualifications for the post is prescribed Diploma in Pharmacy as Prescribed in Health Department).

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1-1-1986	Modified scale of pay w.e.f. 1-5-1990
35.	Transport	Station Supervisor	1600-2660	1640-2900
		Foreman	1600-2660	1640-2900
		Chief Inspector	1400-2600	1600-2660
		Service Station Incharge	1400-2600	1600-2660
		Statistical Asstt.	1400-2600	1600-2660
36.	Town & Country Planning	Sr. Town Planner	3700-5000	4100-5300
		Regional Town Planner	3000-5000	
		Planning Asstt.	1640-2900	
37.	Treasuries & Accounts	Principal, Accounts Training Institute	3000-4500	4100-5300
		Deputy Director	2000-3500	2200-4000
		Sr. Accounts Officer	2000-3500	2200-4000
		Accounts Officers	2000-3200	2000-3500
		Treasury Officer	2000-3200	2000-3500 + S.P. of Rs. 200/- P.M. (on a/c of arduous nature of duties).
		Asstt. Treasury Officer	1640-2900	2000-3200
		Section Officers	1640-2900	2000-3200
38.	Haryana Vidhan Sabha	Secretary	3700-5000 + 500/- S.P.	4800-5700 + 500/- S.P.
		Joint Secretary	3700-5000 + 400/- S.P.	4100-5300 + 400/- S.P.
		Reporters	1640-2900 + 200/- S.P.	2000-3200 + 200/- S.P.
		Telephone Operators	950-1500	1200-2040
		Typist	950-1500	950-1500 + 40/- S.P.
39.	Welfare of S.Cs./ B.Cs.	Dy. Director	2000-3500	2375-3600
		Asstt. Research Officer	1600-2660	1640-2900
40.	General Recommendations regarding technical posts in various Departments for which minimum Educational Qualification prescribed is Matric with I.T.I. certificate/ Polytechnic		750-940 775-1025 800-1150 950-1400 950-1500	1200-2040 It has been decided that further recruitment of non-Matric is stopped.

Sr. No.	Name of the Department	Name of the post	Existing pay scale as on 1-1-1986	Modified scale of pay w.e.f. 1-5-1990
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41. General Recommendations

All the posts falling under Group 'B' with the following pre-revised pay scales :-

800-1600
800-1600 (TS)
900-1700 (SG)

800-1600 (TS)
1000-1800 (S.G.)

800-1600 (TS)
1200-1700 (SG)

2000-3200
(As on 1-1-86)

2000-3500
(It is clarified that the pay scales of Rs. 2000-3200 granted w.e.f. 1-1-1986 in all categories stands modified to Rs. 2000-3500 w.e.f. 1-5-1990. It will not be applicable in such cases where the Govt. has decided to modify the lower scale to the level of Rs. 2000-3200 vide this notification).

Minutes - FC - held on
22-12-94

- (3) The Finance Committee agreed to the proposal of the College to convert 6 posts of Technician Grade 'A' to 5 posts of Technician Grade 'B' and one post of Lab. Attendant. The Finance Committee also agreed that one post of Mazdoor lying vacant in the Workshop be also converted as Lab. Attendant.
- (4) The Finance Committee did not agree to relax the qualification/experience for internal promotions in respect of Class-III and Class-IV employees.

The Finance Committee further recommended that the Sub-Committee comprising of the Project Director, Directorate of Technical Education, Haryana and the Registrar, R&C, Kurukshetra be dis-continued with immediate effect.

Item 71.7 To re-consider accumulation of Earned Leave to any extent as per Punjab Civil Service Rules (Vol.I, Part-I).

The Finance Committee discussed the whole issue at length and decided that in case the College employees are interested in earning Earned Leave to any extent beyond 240 days, complete rule 8.116 of CSR Vol.I, Part-I, has to be followed in toto. Alternatively, the existing rules of the College may be continued to be followed.

Item 71.8 To consider grant of pay scale of Rs.1200-2040 to Laboratory Attendant/ System Attendant and Tracers whose qualifications is Matric with I.T.I.

The Finance Committee recommended to the Board that Laboratory Attendants, System Attendants and Tracers whose educational qualification is Matric with ITI be considered as posts of technical nature and be granted the pay scale of Rs.1200-2040 in terms of Haryana Govt. Notification dated 23.8.1990.

to this item (Page 42 of the Supplementary Agenda). The minutes of 71st meeting of Finance Committee held on 22.12.1994, except those on which Shri B S Kuthlehria, Assistant Financial Adviser, Government of India, Ministry of Human Resource Development (Department of Education), New Delhi had offered his comments, were confirmed.

The Finance Committee considered all items on which Shri B S Kuthlehria had offered his comments and decided/recommended as under:-

Item 71.4 To re-consider rent recoveries from the employees of Regional Engineering College, Kurukshetra.

The item was deferred with a view to obtain additional information.

Item 71.5 To approve Rules of Pension Scheme and General Provident Fund for the employees of Regional Engineering College, Kurukshetra on the State Government pattern.

The Finance Committee noted that the Board of Governors of the College in its 83rd meeting held on 9.5.1994 on the recommendations of the Finance Committee made in its 68th meeting held on 21.4.1994 approved introduction of Pension Scheme in the College on the State Government pattern w.e.f. 1.4.1994.

The Finance Committee endorsed the earlier recommendations of its 71st meeting held on 22.12.1994 that Pension Rules and General Provident Fund Rules drafted by the College on the State Government pattern as contained in Appendix-H to FC Item 71.5 be approved.

The Finance Committee, however, recommended that before the Pension Scheme and General Provident Fund Scheme are implemented by the College, concurrence of the Government of India, Ministry of Human Resource Development (Department of Education), New Delhi and State Government be obtained.

REGIONAL ENGINEERING COLLEGE,
KURUKSHETRA-132119.

MINUTES OF 72ND MEETING OF THE FINANCE COMMITTEE,
REGIONAL ENGINEERING COLLEGE, KURUKSHETRA HELD ON
24TH MAY, 1995 IN THE OFFICE CHAMBER OF MRS. MEENAX
ANAND CHAUDHRY, IAS, COMMISSIONER AND SECRETARY
TO GOVERNMENT OF HARYANA, TECHNICAL EDUCATION
DEPARTMENT, (6TH FLOOR, ROOM NO. 50-B), HARYANA
CIVIL SECRETARIATE, CHANDIGARH.

Present

1. Mrs. Meenaxi Anand Chaudhry, IAS, In Chair
Commissioner & Secretary to
Government of Haryana,
Technical Education Department,
Haryana Civil Secretariate,
CHANDIGARH.
2. Shri M R Anand, Member
Deputy Secretary,
Finance Department,
Government of Haryana,
Haryana Civil Secretariate,
CHANDIGARH.
(Representative of Financial
Commissioner & Secretary,
Finance Department,
Govt. of Haryana).
3. Mrs. Meenakshi Bansal, Member
Director,
Technical Education Department,
SCO No. 38-39, Sector 17-A,
CHANDIGARH.
4. Shri Baldev Singh Kuthlehria, Member
Assistant Financial Adviser,
Government of India,
Ministry of Human Resource Development,
(Department of Education),
NEW DELHI.
5. Dr. O N Kaul, Member-Secretary
Principal,
Regional Engineering College,
KURUKSHETRA.

Shri Nishkam Kasturiya, Deputy Educational Adviser(T),
Government of India, Ministry of Human Resource Development,
Northern Regional Office, Kanpur could not attend the meeting.

The Finance Committee decided/recommended

- Item 72.1 To consider the confirmation of the minutes
of 71st meeting of the Finance Committee
held on 22nd December, 1994.

Item 71.6 To consider proceedings of the meeting comprising of the Project Director, Directorate of Technical Education, Haryana and the Registrar, REC, Kurukshetra.

The Finance Committee considered proceedings of the meeting comprising of the then Project Director, Directorate of Technical Education, Haryana and the Registrar, REC, Kurukshetra and recommended as under:-

- i) That as per recommendations of the Finance Committee made in its 71st meeting held on 22.12.1994, the post of Junior Accountant be not upgraded to that of Head Assistant (Accounts). However, special pay @ Rs.100/- P.M. may be attached to the post of Junior Accountant from the date on which the Board ratifies/approves these recommendations.
- ii) That as per recommendations of the Finance Committee made in its 71st meeting held on 22.12.1994, a post of Chief Security Officer be not created. However, Special Pay @ Rs.100/- P.M. and rent free accommodation be allowed to the official who renders help to the Principal towards security on part-time basis from the date on which the Board ratifies/approves these recommendations.
- iii) That as per recommendations of the Finance Committee made in its 71st meeting held on 22.12.1994, proposal of the College to convert 6 posts of Technician Grade 'A' to 5 posts of Technician Grade 'B' and one post of Lab. Attendant be approved. The Finance Committee also agreed that one post of Mazdoor lying vacant in the Workshop be also converted as Lab. Attendant.
- iv) That as per recommendations of the Finance Committee made in its 71st meeting held on 22.12.1994, the qualifications/experience for internal promotions in respect of Class-III & Class-IV employees be not relaxed.

The Finance Committee endorsed the earlier recommendations of the Finance Committee made in its 71st meeting held on 22.12.1994 that the Sub-Committee comprising of the Project Director, Directorate of Technical Education, Haryana and the Registrar, REC, Kurukshetra be discontinued with immediate effect.

Item 71.7 To re-consider accumulation of Earned Leave to any extent as per Punjab Civil Service Rules (Vol.I, Part-I).

The Finance Committee discussed the whole issue at length and decided that the existing rules of the College regarding accumulation of Earned Leave to the extent of 240 days may be continued to be followed.

Item 71.8 To consider grant of pay scale of Rs.1200-2040 to Laboratory Attendant/System Attendant and Tracers whose qualification is Matric with ITI.

The Finance Committee endorsed the earlier recommendations of the Finance Committee made in its 71st meeting held on 22.12.1994 that Laboratory Attendants, System Attendants and Tracers whose qualifications is Matric with ITI be considered as posts of technical nature and be granted the pay scale of Rs.1200-2040 in terms of Haryana Govt. Notification dated 23.8.1990 from the date on which the Board ratifies/approves these recommendations.

Item 71.9 To consider the change of pay scale of Security Officer from Rs.1600-2660 to Rs.2000-3200 on the pattern of equivalent State posts of Police Inspector.

The Finance Committee endorsed the earlier recommendations of the Finance Committee made in its 71st meeting held on 22.12.1994 that this case be referred to the Finance Department, Government of Haryana.

Item 71.10 To consider creation of post of Radiographer for the Health Centre of the College.

The Finance Committee noted that the College has already procured X-Ray Machine for the Health Centre out of the Plan Grants released by the Govt. of India and recommended to the Board that one post of Radiographer in the State Govt. pay scale of Rs.1350-30-1400-40-1800-EB-50-2200 for the Health Centre as per qualifications/experience given

per details given in the agenda item 86.10.

Item 86.11

To consider various demands of the Karamchari Sangh of Regional Engineering College, Kurukshetra.

The Board of Governors noted that non-teaching and teaching supporting staff members of the College were agitating since 20.12.1995, making speeches and raising slogans and started sitting on Dharna since 12.1.1996 in connection with their charter of 11 demands.

The Board further noted as under:-

- (1) ✓ The College had already started the process of making internal promotions as per rules. As regards grant of higher grade w.e.f. 1.5.1990, a separate agenda item 86.52 was placed before the Board.
- (2) A separate agenda item 86.12 has been placed before the Board concerning grant of Pension to the college employees for consideration.
- (3) A separate agenda item 86.13 has been placed before the Board concerning grant of House Building Advance for consideration.
- (4) A separate agenda item 86.15 has been placed before the Board concerning rent recoveries at flat rates/allotment of houses on the basis of basic pay for consideration.
- (5) A separate agenda item 86.14 has been placed for consideration before the Board concerning grant of Special Pay to Class-IV employees on the pattern of Haryana Civil Secretariate and Kurukshetra University, Kurukshetra.
- (6) A separate agenda item 86.45 concerning deduction of Contributory Provident Fund amount @ 10% of emoluments has been placed before the Board for consideration.
- (7) The Board ratified the recommendations of 72nd meeting of the Finance Committee held on 24.5.1995, as contained in the agenda item 86.9 enhancing the marriage loan to Rs. 2.00 lacs per year to be granted to the College employees on Haryana Govt. pattern for solemnizing the marriages of their children and dependent sisters.
- (8) The standard pay scales to all eligible employees as per instructions of the State Govt. have already been released by the College w.e.f. 1.1.1994. However, some employees may now become eligible to the standard pay scales in terms of the 25 clarifications issued by the State Govt. on 29.12.1995. Further a Committee under the Chairmanship of Dean (Academic) has also been constituted at the college level to examine the cases of standard pay scales.

Contd...P/6...

NOTE

The FC in its 72nd Meeting held on 24/5/95 had not recommended pay scale of Rs. 1200-2040 for Lab. AH / Sys. AH / Tracer whose qualification is Matric with ITI.

The Board also noted the position regarding pay anomaly cases as furnished in Appendix XI to the agenda item 86.11.

The Finance Committee in its 72nd meeting held on 24.5.1995 recommended that Laboratory Attendants, System Attendants and Tracers whose qualification is Matric with ITI be considered as posts of technical nature and be granted the pay scale of Rs. 1200-2040 in terms of Haryana Govt. Notification dated 23.8.1990 from the date on which the Board ratifies/ approves these recommendations. The recommendations of the Finance Committee as contained in agenda item 86.9 have been ratified by the Board on 23.1.1996.

- (9) The Member-Secretary withdrew the issue concerning suspension of Shri R C Bhasin, Sr. Storekeeper, who has since been re-instated.
- (10) Most of the employees who were eligible for confirmation have since been confirmed. The remaining few are being considered for confirmation as per college rules.
- (11) The College is proposing to place the matter regarding construction of additional kitchen/ store in G, F and E type houses. Before the next meeting of the Buildings & Works Committee for administrative approval so that Govt. of India may be requested to release funds for the purpose.

Item 86.12 To consider introduction/implementation of Pension Scheme in Regional Engineering College, Kurukshetra.

The Board of Governors noted that matter regarding grant of Pension to the college employees is pending with the State Government for its approval. The representative of the Finance Department, Govt. of Haryana assured that the concurrence of the State Govt. for Pension Scheme for the employees of the College will be conveyed urgently within 15 days or so to enable the College to further take up the matter with the Central Govt. for their concurrence.

BOG Agenda Item 06.14 held
00-23/1/96

The Finance Committee in its last meeting has recommended to enhance this limit to Rs. 2.00 lacs per year. The enhanced amount of Rs. 2.00 lacs per year will be made available to the college employees after it is approved by the Board of Governors in its present meeting.

8. Grant of standard pay scales on the State Govt. pattern and removal of pay anomalies and grant of pay scale of Rs. 1200-2040 to III passed employees.

The standard pay scales to all eligible employees as per instructions of the State Govt. have since been released w.e.f. 1.1.1994. However, some employees have now become eligible to the standard pay scales in terms of the 25 clarifications issued by the State Govt. on 29.12.1995. Cases of these remaining employees are also being examined accordingly. A Committee under the Chairmanship of the Dean (Academic) has also been constituted at the college level to examine the remaining cases, if any. The Committee has also two members of the Karachari Sangh.

Position regarding each case of pay anomaly has been furnished in Appendix XI from pages 38-40. The pay anomaly cases can, however, be re-examined and anomaly, if any, removed if some additional supporting information in respect of any case is brought to notice.

Note

The FC in its 72nd Meeting held on 24/5/95 had not recommended the pay scale of Rs. 1200-2040 to Lab Att./Tracers whose qualification is Matric with 171.

The Finance Committee in its 72nd meeting held on 24.5.1995 has recommended pay scale of Rs. 1200-2040 to Laboratory Attendants/System Attendants and Tracers whose qualification is Matric with 171. The Finance Committee recommendations will be implemented after these are ratified by the Board of Governors in its present meeting.

9. Suspension of

Shri Bhasin was suspended in

Rs. 1200-2040. These recommendations of Finance Committee were ratified by the Board in the 86th meeting held on 23.1.1996.

In view of above, the provision for mode of recruitment and the qualifications for promotion (for internal candidates) to the post of System Attendant is proposed as under:-

1. Mode of Recruitment = 75% by Promotion.
25% by Direct Recruitment.
2. Pay Scale. = Rs. 1200-2040.
3. Qualifications prescribed for promotion (Internal candidates) = "Matric with ITI Certificate in Electronics or Allied Trade".

This will not involve any financial implication.

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

REGIONAL ENGINEERING COLLEGE
KURUKSHETRA-132119

No. GA-III/4246-50

Dated: 5/4/96

As per decision of 86th Board of Governors' Meeting held on 23.1.1996 (Finance Committee Item No. 71.8), the following employees, who are Matric with ITI are hereby granted the pay scale of Rs. 1200-2040 w.e.f. 23.1.1996:-

.....
Sr. No. Name Designation
.....

S/Shri
1. Anand Bhardwaj System Attendant
2. Roshan Lal -do-
3. Shiv Raj -do-
4. Harjeet Singh Lab. Attendant
5. Gurnel Singh -do-
6. Raghubir Singh -do-
7. Ram Saran -do-

Their pay will be fixed as per College Rules.

Jalwa 5/4/96
DEPUTY REGISTRAR (GA)
for Principal

Copy to:

- 5-4-96*
1. All concerned.
 2. Deputy Registrar (Accounts).
 3. Estate Officer.
 4. Deputy Supdt. to 'P' for kind information of 'P'.
 5. President, Karamchari Sangh, RECK.

REGIONAL ENGINEERING COLLEGE
KURUKSHETRA-136119

No. GA-III/97/4025-25


Dated: 24-4-97

The Principal is pleased to grant the pay scale of Rs. 1200-2040 to Sh. Vijay Kumar, Lab. Attendant in the Deptt. of EC&CE w.e.f. 21.3.1997 as he has passed the ITI examination. The pay fixation is as under:-

1. Rs. 1090/- as on 1.11.96 in the pay scale of Rs. 950-1500.
2. Rs. 1200/- as on 21.3.97 in the pay scale of Rs. 1200-2040.

His next date of increment will be 1.3.1998 and

SO ON.


DEPUTY REGISTRAR (GA)
for Principal

✓
Sh. Vijay Kumar,
Lab. Attendant,
EC&CE Deptt.

Copy to:-

1 Deputy Registrar (Ac.).

31.12.1995

23.1.1996

REGIONAL ENGINEERING COLLEGE
KURUKSHETRA-136119

No. GA-III/97/4023-24

Dated: 24-4-97

The Principal is pleased to grant the pay scale of Rs. 1200-2040 to Sh. Om Prakash, Lab. Attendant in the Deptt. of EC&CE w.e.f. 21.3.1997 as he has passed the ITI examination. The pay fixation is as under :-

1. Rs. 1070/- as on 1.11.96 in the pay scale of Rs. 950-1500.
2. Rs. 1200/- as on 21.3.97 in the pay scale of Rs. 1200-2040.

His next date of increment will be 1.3.1998 and
and so on.

[Signature] 24/4/97
DEPUTY REGISTRAR (GA)
for Principal

Sh. Om Prakash,
Lab. Attendant,
EC&CE Deptt.,
REC, Kurukshetra.

[Signature] 24/4/97
24/4/97

Copy to:- Deputy Registrar (Accounts).

[Signature] in S.B. Hill

[Signature] 24/4/97

REGIONAL ENGINEERING COLLEGE
KURUKSHETRA-136119

No. GA-III/98/804-16

Dated: 24-9-98

As per decision of 86th Meeting of Board of Governors held on 23.1.1996 (Finance Committee Item No. 71.8), the following employees, who are Matric with ITI are hereby granted the pay scale of Rs. 1200-2040 from the date of passing of examination of I.T.I. i.e. 14.7.1998:-

Sr. No.	Name	Designation
1.	Chander Bhan	Lab. Attendant
2.	Narinder Pal Singh	Lab. Attendant

Their pay will be fixed as per College Rules.

[Signature]
/DEPUTY REGISTRAR (GA) 24/9/98
for Principal

To

1. All concerned.
2. Deputy Registrar (Accounts).
3. Estate Officer.
4. Deputy Supdt. to 'P' for kind information of 'P'.

NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119

No. GAVI 13717-20

Dated: 23-11-2006

SPEAKING ORDER

With reference to the orders passed by the Hon'ble Punjab and Haryana High Court at Chandigarh in CWP No.6136 of 1999 filed by Sh. Om Parkash, Sh. Vijay Kumar, Sh. Narender Pal and Sh. Chander Bhan, all Lab Attendants against the Government of Haryana, Chairman BOG and Principal, REC, Kurukshetra (now National Institute of Technology, Kurukshetra) the following speaking orders are passed in respect of legal notice dated 12.2.1999 (P-6) annexed with the said CWP:

1. That para no.1 of the legal notice dated 12.2.1999 is wrong and denied. As per the Govt. of Haryana notification dated 23.8.1990, the petitioners are not eligible for the grant of pay scale of Rs.1200-2040 as the same are applicable to those technical posts for which the minimum qualifications prescribed is **Matric with ITI Certificate/Polytechnic** whereas as per Non-Teaching Employees Service Rules 1984, the qualification for the post of Lab. attendants for direct recruitment is **Matric or ITI certificate with not less than 75% marks. Knowledge of English and Hindi of Matriculation standard.**
2. That para no.2 of the said legal notice is not denied being matter of record.
3. That in reply to para no.3 of the legal notice it is mentioned that the Government of Haryana vide its notification No.6/23/3PR (FD)-88 dated 23.8.1990 modified the pay scale of non-matric Lab. Attendants of Regional Engineering College, Kurukshetra (Now NIT, Kurukshetra) w.e.f. 1.5.1990.

The contents of the notification were as under: -

Sr. No	Department	Name of the Post	Pay Scale as on 1.1.1986	Modified scale w.e.f. 1.5.1990
31	Regional Engineering College, Kurukshetra	Laboratory Attendants (Non-matric)	775-1025	950-1500 (Further recruitment of Non-matric be stopped)

40	General Recommendations regarding technical posts in various Departments for which minimum Educational Qualification prescribed is Matric with I.T.I. certificate/ Polytechnic		750-940 775-1025 800-1150 950-1400 950-1500	1200-2040 (It has been decided that further recruitment of non-matric be stopped)
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In term of the notification mentioned above, the non-matric Lab. Attendants of our Institute were given the pay scale of Rs. 950-1500 subject to the condition that further recruitment of non-matric be stopped. Obviously, henceforth, matric Lab. Attendants had to be recruited with maximum pay scale of Rs. 950-1500. The scale of pay of Rs. 950-1500 was further revised to Rs. 3050-4590 w.e.f. 1.1.1996. At present in our Institute the functional pay scale for the post of Lab. Attendant is Rs.3050-4590.

It is pertinent to mention here that the **General Recommendations placed at Sr. No. 40** in the above mentioned notification of the Haryana Government were not for the Lab. Attendants of the Regional Engineering College, Kurukshetra (Now NIT, Kurukshetra).

After the decision of the Haryana Government that further recruitment of non-matric Lab. Attendants be stopped, the IV class non-matric internal candidates of our Institute began stressing hard to consider them for promotion to the post of Laboratory & Library Attendants. While placing the agenda item 77.31 before the 77th meeting of the Board of Governors held on 23.2.1991 regarding promotion of Non-Matriculate Class-IV employees of the Institute to the post of Laboratory Attendants the Institute proposed as under: -

- (i) All posts meant to be filled by direct recruitment as Laboratory/Library Attendants may be filled up as per existing prescribed qualifications. The minimum educational qualification is **Matric or ITI Certificate**.
- (ii) All posts which are newly created for new and emerging areas under the Plan funds provided by the Govt. of India (This relates to post of System Attendants) should be treated as open posts to be filled up by direct recruitment with requisite qualifications.

The corresponding minutes of the Board on the above two items read as under: -

- (a) All posts meant to be filled up by direct recruitment. Laboratory/Library Attendants may be filled up as per revised prescribed qualification. **The minimum educational qualification is Matric with ITI in the trade.**
- (b) All posts which are newly created for the new and emerging areas under the Plan Funds provided by the Govt. of India be treated as open posts to be filled up by Direct Recruitment **with requisite educational qualifications of Matric with ITI in the trade.**

A discrepancy vis-à-vis qualification of Laboratory Attendants/Library Attendants proposed in the agenda item of the Board i.e. Matric or ITI and the minutes of the BOG meeting i.e. **Matric with ITI** had taken place.

It was only due to above discrepancy that the Finance Committee in its 71st meeting held on 22.12.1994 took a decision that all Laboratory Attendants/System Attendants/Tracers whose qualification is **Matric with ITI** may be considered as having post of Technical nature and they may be granted the pay scale of Rs.1200-2040 (un-revised) in term of **the General Recommendations regarding technical posts placed at Sr.No.40** in the State Government notification No.6/23/3PR(FD)-88 dated 23.8.90 which reads as under: -

"The Finance Committee recommended to the Board that Laboratory Attendants, System Attendants and Tracers whose educational qualification is Matric with ITI be considered as posts of technical nature and be granted the pay scale of Rs. 1200-2040 in terms of Haryana Govt. notification dated 23.8.1990."

Later on when the pay scales were revised in 1997 retrospectively i.e. w.e.f. 1.1.1996, they were allowed the correct pay scale of Rs. 3050-4590 taking into account the functional pay scale attached to the post of Laboratory Attendants with qualification as Matric or ITI.

4. That para no.4 of the said legal notice is not denied being matter of record.
5. That para no.5 of the said legal notice is denied as revision of pay scale was made on the corresponding scale of the post. As at the time of revision of pay scale, the functional pay scale of the Lab. Attendant was Rs.950-1500, hence the pay scale of this post was revised to Rs.3050-4590 w.e.f. 1.1.96 in accordance with the notification issued by the Haryana Government.
6. That para no.6 of the said legal notice is not denied because the pay scale was revised to Rs.4000-6000 of those posts, which were having the functional pay scale of Rs.1200-2040. As at the time of revision of pay scale, the functional pay scale of the Lab. Attendant was Rs.950-1500, hence the pay scale of this post was revised to Rs.3050-4590 w.e.f. 1.1.96 in accordance with the notification issued by the Haryana Government. Hence, the Lab. Attendants were not allowed the scale of 4000-6000.
7. That para no.7 of the said legal notice is not denied to the extent that in accordance with the Haryana Govt. notification, 40% enhancement in the salary of every employee is to be ensured under the revision of pay scale w.e.f. 1.1.96. The scales of pay of the employees of the Institute have been revised as per the corresponding scale of the post strictly in accordance with the notification of the Haryana State Government.
8. That para no.8 of the said legal notice is denied, as the pay revision cannot be compared with one category to other categories of posts as every post carries its functional pay scale. Moreover, at the time of revision of pay scale of Mr. Arun

Kumar Mittal, who joined the Institute on 20.2.1987 as a Clerk, was already in the pay scale of Rs.4000-6000 (1st ACP Scale of Rs 3050-4590) Hence, he would naturally get higher emoluments as compared to Sh. Vijay Kumar who is in the functional pay scale of Rs.3050-4590 only.

9. That para no.9 of the legal notice is totally wrong and denied. The Officers working in this Institute have always honoured the orders of the Hon'ble Courts. Hence the Officers have not taken ill if anyone is given the higher pay scale by the Hon'ble Court and no one has been harassed in complying with the orders of the Hon'ble Court.

In the light of the facts mentioned above, it is stated that the Institute had taken the right decision by giving functional pay scale of Rs.3050-4590 to the Lab. Attendants in term of the Government of Haryana notification No.6/23/3PR (FD)-88 dated 23.8.1990.

1. Sh.Om Parkash, Lab. Attendant.
2. Sh.Vijay Kumar, Lab. Attendant.
3. Sh.Narender Pal Singh, Lab.Attendant.
4. Sh.Chander Bhan, Lab. Attendant.

Director
23/11/06
23/11/06
23/11/06
23-11-06
23/11

Item: 14.41 To consider pay scale of Rs. 5000-7850 to the Junior Storekeeper w.e.f. 01.01.1996.

An item was placed before the Finance Committee in its 14th Meeting held on 24.06.2008 vide item No. 14.7 to consider pay scale of Rs. 5000-7850 to the Junior Storekeepers w.e.f. 01.01.1996 with details (copy enclosed) as **Appendix XXXIII from pages 268 to 272.**

The Finance Committee deferred the matter and desired that Institute may do exercise on the non teaching staff rationalization as per Govt. of India instruction already issued.

The Institute has already rationalized the pay scales at par with Central Government employees w.e.f. 1.4.2004 (Copy enclosed) as **Appendix XXXIV from pages 273 to 279.**

In addition to this the Institute has also constituted a committee to look into the case of the Junior Storekeepers vide letter No. Estt-III/8352 dated 14.8.2008. The committee has examined the case of Junior Storekeeper in light of approval of Finance Department / implementation of 5th pay commission report in the Institute and objection raised by the Director, Technical Education, Haryana and decision of the Board of Governors on 4.11.1988.

“The Committee observed that the pay scale of Rs. 5000-7850 w.e.f. 1.1.1996 (reduced from Rs. 1400-2600 to Rs. 3050-4590) may be given to S/Shri Akhleshwar Sharma and Chattar Singh as they had already granted personal pay as per B.O.G. decision dated 4.11.1988 and the case of S/Shri Surya Lal Yadav, Hardip Singh and Brij Bhushan may be placed before the Finance Committee/ Board of Governors as the case may be for grant of pay scale at par with their counterparts i.e. Rs. 5000-7850 w.e.f. 1.1.1996 and so on as the case may be, keeping in view of Indian Constitution Act and decision taken by the Apex Court of Land in various cases regarding equal pay for equal work. It is also mentioned here that the terms and conditions of appointment of Junior Storekeeper who were appointed after the decision of Board of Governors dated 4.11.1988 is similar at par with their counterparts”.

The recommendations of the Committee are placed as **Appendix XXXV from pages 280 to 298.**

The Board may re-consider for granting pay scale of Rs. 5000-7850 w.e.f. 01.01.1996 to the Junior Storekeepers (personal to them).

Item 14.7: To consider pay scale of Rs. 5000-7850 to the Junior Storekeepers w.e.f. 01.01.1996 **APPENDIX-XXXIII**

Prior to 01.04.1979, the pay scale of Junior Storekeepers was Rs. 110-225 at par with the Clerks. This pay scale of Rs. 110-225 was revised to Rs. 400-660 w.e.f. 01.04.1979. The Junior Storekeepers, Seven in nos. at that time, represented that they may be given the pay scale of Rs. 525-900 in place of Rs. 400-660 on the plea that the Storekeepers in various Departments of the Haryana Government were drawing the pay scale of Rs. 525-900. The matter was taken up with the Government of Haryana. The Government of Haryana advised in February 1981 that the Junior Storekeepers of the Institute (then RECK) in the scale of Rs. 400-660 may be given Selection Grade of Rs. 480-760 for 20% of these posts. The Storekeeper, however, again represented that since their duties and responsibilities were much higher than their counterparts working in the State Govt. Departments, they may be granted revised pay scale of Rs. 525-900 instead of Rs. 400-660 with Selection Grade for 20% posts. The matter was placed before the Board of Governors of the Institute in their 59th meeting held on 11.05.1983. The Board approved revised scale of pay of Rs. 525-900 w.e.f. 01.04.1979 for the Junior Storekeepers subject to concurrence of the Finance Department, Government of Haryana before implementation. Accordingly, the matter was taken up with the Government of Haryana in July, 1983.

2. In the meantime, the matter was again considered by the Board of Governors in their emergent meeting held on 11.11.1983 alongwith other demands of the Karamchari Sangh. The Board constituted the following Committee to consider the said demand of Karamchari Sangh relating to the pay scale of Junior Storekeepers alongwith other demands: -

- (i) Chairman of Board of Governors in Chair,
- (ii) Commissioner and Secretary to Government of Haryana, Technical Education Department
- (iii) Commissioner and Secretary to Government of Haryana, Finance Department

3. However, the Chairman of Board of Governors on 11.11.1983 itself after the BOG meeting accepted the demand of Junior Storekeepers and allowed them pay scale of Rs. 525-900 w.e.f. 01.04.1979 subject to the condition that they would refund any amount paid in excess to them on receipt of concurrence of the State Finance Department/Committee constituted by the Board of Governors in their meeting held on 11.11.1983. Accordingly, the revised pay scale of Rs. 525-900 was implemented for the Storekeepers w.e.f. 01.04.1979 and the matter was brought to the notice of the Board of Governors in their next meeting held on 24.04.1984. The Board noted the payment made to the Junior Storekeepers in the pay scale of Rs. 525-900 w.e.f. 01.04.1979 as mentioned above.

4. In pursuance of the decision of the Board of Governors taken in their 59th meeting held on 11.11.1983, the following members of the Committee met on 25.11.1985.

- 1) Sh. Beant Singh, Joint Secretary, Finance Department, Haryana
- 2) Sh. S.R. Nayyar, Additional Director, Technical Department, Haryana, Chandigarh
- 3) Sh. J.L. Arora, Joint Secretary, Technical Education, Haryana

The Principal (RECK) attended the meeting as an invitee.

5. In the said meeting, the Committee members noted the Board of Governors' decision taken in their meeting held on 11.05.1983 that concurrence of Finance Department in said case was required. The Committee members also noted that the Chairman of Board of Governors on 11.11.1983 allowed the pay scale of Rs. 525-900 to Junior Storekeepers w.e.f. 01.04.1979 conditionally. The Committee members felt that this practice should not have been adopted. However, the Committee members decided that the payment made to the Junior Storekeepers in the pay scale of Rs. 525-900 w.e.f. 01.04.1979 be regularized.

6. The Board of Governors in its 69th meeting held on 20.02.1987 considered implementation of 4th Pay Commission's recommendations effective from 01.01.1986 on the basis of approval of the Finance Department, Government of Haryana including the revised pay scale of Rs. 1400-2600 to the Junior Storekeepers w.e.f. 01.01.1986. The said pay scale of Rs. 1400-2600 w.e.f. 01.01.1986 was in place of the pre-revised pay scale of Rs. 525-900.

7. In the meantime the Directorate, Technical Education, Haryana in June, 1988 asked the Institute whether the approval of the Finance Department was obtained for revision of the pay scale of Rs. 400-660 to Rs. 525-900 and if not, whether the recovery on account of excess payment was made from the incumbents. The Board of Governors of the Institute in their 72nd meeting held on 04.11.1988 considered the objection raised by the Technical Education, Haryana and decided as under: -

"The Board after considering the objection raised by the Director, Technical Education, Haryana in Memo No. E-29(7) – 86/5487/Dev. dated 10.06.1988 and the history of the case as explained in the Agenda Note decided that the scale of pay of Rs. 525-900 w.e.f. 01.04.1979 and subsequently revised to Rs.1400-2600 w.e.f. 01.01.1986 will be personal to the present incumbents on the posts of Junior Storekeepers and that the scale of pay of the future incumbents to the post of the Junior Storekeepers will be Rs. 950-1500. The Board further decided that no recoveries will be effected from the se persons and the matter be considered as closed".

8. While implementing recommendations of 5th Pay Commission effective from 01.01.1996, the State Government of Haryana also mentioned that all the replacement scales were based on functional Pay Scales of categories of posts. In any case replacements should not be given on the Pay Scale being enjoyed by the employees as personal measure.

9. In terms of above decision of Board of Governors taken in their 72nd meeting held on 04.11.1988 as well as decision of the Haryana Government that the replacements should not be given on the Pay Scales being enjoyed by the employee as personal measure, the Junior Storekeepers were again brought to the Pay Scale at par with the Clerks w.e.f. 01.01.1996.

10. The followings Junior Storekeepers have not been granted the pay scale of Rs. 5000-7850 w.e.f. 1.1.1996 and so on at par with their earlier counterparts: -

Sr. No.	Name of incumbents and Designation S/Shri	Pay Scale as on 1.1.1996	Pay fixed in the revised pay scale of Rs. 3050-4590 as Jr. Storekeeper	Remarks, if any
1.	Akhilshwar Sharma Clerk 8.12.1969 Junior Storekeeper 10.6.1986	 Rs 3050-4590 Rs 3050-4590 Retired on 31.10.2004	 Rs.6200/- as on 01.01.1996 Rs. 4590/- in the pay scale of Rs. 3050-4590 after refusal for promotion to the post of Assistant w.e.f 17.8.99	 Rs1400-2600 w.e.f. 10.6.86 (Personal to him) Rs. 5000-7850 w.e.f. 1.1.96 (ACP-II) w.r.t. the pay scale of Clerk Rs 3050-4590 w.e.f 17.8.99 after he refused promotion
2.	Chattar Singh Peon 17.2.1967 Daftri 1.3.1974 Store Munshi 5.1.1978 Clerk 28.9.1984 Junior Storekeeper 8.5.1993	 Rs 2550-3200 Rs 2650-4000 Rs 3050-4590 Rs 3050-4590 Rs 3050-4590 Retired on 28.2.2007	 Rs. 4510/- as on 01.01.1996	 Rs. 1400-2600 w.e.f. 8.5.93 (Personal to him) Rs. 3050-4590 w.e.f. 1.1.96
3.	Surya Lal Yadav Store Helper 21.4.1975 Clerk 10.9.1980 Junior Storekeeper 29.11.1996 Assistant 16.4.2001	 Rs 2550-3200 Rs 3050-4590 Rs 3050-4590 Rs 5000-7850	 Rs. 4100/- as on 28.11.1996	 He was not given promotional benefit of pay fixation on promotion w.e.f. 29.11.96 as Junior Storekeeper being same scale of the feeder post i.e. Rs. 3050-4590. Promoted as Asstt. w.e.f. 16.04.2001 in the pay scale of Rs. 5000-7850

4.	Hardip Singh Store Helper 24.12.1982 Lab Att 31.10.1990 Store Munshi 17.1.1995 Junior Storekeeper 19.2.1997	Rs 2550-3200 Rs 3050-4590 Rs 3050-4590 Rs 3050-4590	Rs. 3425/- as on 18.02.1997	He was not given promotional benefit of pay fixation on promotion as Junior Storekeeper being same scale of the feeder post i.e. Rs. 3050-4590.
5.	Brij Bhushan Peon 10.9.1976 Daftri 25.9.1978 Clerk 10.8.1990 Junior Storekeeper 31.1.2008 (AN)	Rs 2550-3200 Rs 2650-4000 Rs 3050-4590 Rs 3050-4590	Rs.4600/- as on 30.01.2008	He was not given promotional benefit of pay fixation on promotion as Junior Storekeeper being same scale of the feeder post i.e. Rs. 3050-4590.

11. The Karamchari Sangh of Institute is pressing hard time and again that the Pay Scale of Rs. 5000-7850 w.e.f. 01.01.1996 may be allowed to above mentioned Junior Storekeepers of Institute at par with their earlier counterparts under the principle of "equal pay for equal work".

The Finance Committee may consider and make recommendations to the Board of Governors that the above Junior Storekeepers may be allowed the Pay Scale of Rs. 5000-7850 w.e.f. 01.01.1996 as a measure personal to them.

**Item 14.7 To consider pay scale of Rs. 5000-7850 to the Junior Storekeepers
w.e.f. 01.01.1996.**

The matter was deferred. In the meantime the Institute may do exercise on the non-teaching staff rationalization as per Govt. of India instructions already issued.

No. BOG 6.8/ 8167

Dated: 16/11/2004

- 6.8 To ratify the action taken by the Chairman, BoG in rationalizing the scales of pay of Non-Teaching employees of N.I.T. Kurukshetra - adoption of Central Government Pay Scales.

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


The Board noted that the MHRD, New Delhi, vide their letter No. F.20-46/2003-TS-III(Pt.IV) dated 7.6.2004 have issued instructions that all NITs should adopt the pay scales as notified under CCS(Revised Pay) Rules 1997 w.e.f. 1.4.2004 for non-teaching staff for bringing them on the Central Government pattern. The Board further noted that the process of rationalization was required to be approved/ratified by the Board of Governors of NIT concerned.

The Board ratified the action taken by the Chairman to approve the rationalization of pay scales for non-teaching employees of NIT, Kurukshetra for bringing them on Central Government pattern (CCS revised pay rules of 1997) w.e.f. 1.4.2004 in terms of the MHRD letter No.F.20-46/2003-TS-III(Pt.IV) dated 7.6.2004 without any ambiguity.

This is for reference and record in GA and Accounts Section..


REGISTRAR

1. ✓ Deputy Registrar (GA) → Copy of agenda Note 6.8 is enclosed.
2. Deputy Registrar (Accounts).


16/11/2004
D.S. (GA)
GA-II / GA-II / GA-II
photocopy
photocopy
21/11/04

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA.

No. GA-II/ 4821

Dated: 28/6/2004

Subject: Rationalization of scales of pay of non-teaching employees of NIT Kurukshetra and merger of 50% DA with basic pay as per instructions of the M.H.R.D.

1. The Ministry of Human Resource Development, Government of India, New Delhi, vide their letter No. F.20-46/2003-TS-III(Pt.IV) dated 7.6.2004 (copy enclosed as Annexure-A) have issued instructions that all NITs will adopt exactly identical replacement scales of pay in respect of non-teaching employees as notified under Central Civil Service (revised pay) Rules 1997 for the Central Government employees w.e.f. 1.4.2004. This has become necessary in the light of changed status of NITs as fully funded Institutions. In this connection it may be stated that the pay scales of non-teaching employees of the Institute are on the State Government pattern since its inception. The pay scales of non-teaching employees of the Institute are quite identical to those of the Central Government (CCS revised pay rules 1997) as the Haryana Government have also adopted identical pay scales of the Central Government for employees of the State Government. The pay scales of faculty and Administrative Officers of the Institute are already on the Central Government pattern.

The M.H.R.D. vide their letter dated 7.6.2004 as referred to above have communicated that the introduction of new scales of pay as process of rationalization shall have to be duly approved/ratified by the Board of Governors of the NIT concerned.

2. The M.H.R.D. vide their letter No. F.20-38/003-TS-III dated 11.6.2004 (copy enclosed as Annexure-B) have also issued instructions to grant merger of 50% of DA with basic pay on the Central Government pattern in respect of employees of NITs w.e.f. 1.4.2004 subject to the following conditions:-

- i). The NITs must first adopt the Central pattern of scales of pay/DA/DR for its employees/pensioners w.e.f. 1.4.2004 as circulated by this Ministry vide OM NO. F.20-46/2003-TS-III(Pt.IV) dated 7th June, 2004;
- ii) NITs should assess and meet the additional expenditure due to this merger from within its own resources as no additional fund could be given by the Ministry for this; and
- iii) This proposal should be approved by the BOG of the Institute.

The statement indicating the pre-revised and revised pay scales of all non-teaching posts in the Institute has been sent to the MIIRD on 24th June, 2004.

The next meeting of the Board of Governors is not likely to be held in near future. The Chairman, Board of Governors is, therefore, requested to approve the rationalization of pay scales for non-teaching employees of NIT, Kurukshetra, for bringing them on Central Government pattern (CCS revised pay rules of 1997) w.e.f. 1.4.2004 strictly in terms of the MHRD letter No. F.20-46/2003-TS-III(Pt.IV) dated 7.6.2004 already referred to. The matter will be reported to the BOG in its next meeting.

The issue relating to merger of 50% DA with basic pay will be taken up subsequently.

Submitted for approval please.

S.N. Mahendra
28/6/04
(S.N. Mahendra)
DIRECTOR.

Encls: As above.

CHAIRMAN
BOARD OF GOVERNORS,
N.I.T. KURUKSHETRA.

- Approved 'C' keeping in view 'B' and 'A'
- Noted marginal difference of revised pay scale "columns 5 and 6" of Annexure A send to MHRD along with letter No. GA-D/4606 dt 24.6.04 with reference to items 46, 51 and some difference in item 23. Further that the discussion on item 2.23 of 2nd Board meeting clearly indicated adopting revised scale of item 71.

Director R
27/6/04

R.D. Sharma
29.6.04

Take further note
Report for information
of the BOG & observations
of the above
R/R 27/7/2004

DRGAS
27/7/2004
on leave /CA II

BY SPEED POST

**NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA - 136 119**

No.GA-III/ 2856

Dated: 12/5/2005

Dr.B.K.Ray, Desk Officer,
Ministry of Human Resources Development,
Deptt. of Secondary & Higher Education,
Government of India, Shastri Bhawan,
New Delhi - 110001.

**Subject : Rationalization of Scales of Pay of non-teaching employees
of the N.I.T. Kurukshetra - adoption of Central Govt. Pay Scales.**

This has reference to ^{our} your discussion held with you on 26.04.2005 at Shastri Bhawan, New Delhi, on the subject cited above.

As desired, please find enclosed herewith a copy of the pay scales of the non-teaching employees of this Institute for bring them on the Central Government pattern w.e.f.01.04.2004 as per Central Civil Services (Revised Pay) Rules-1997 in terms of letter No.F.20-46/2003-TS-III(Pt-IV) dated 07.06.2004 from M.H.R.D., Department of Secondary & Higher Education, New Delhi.

DA : As above.

Infrance
11/5/2005
Deputy Registrar (GA)
for Director

O/C *2*
11/5/05 11/5/05

**NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA - 136 119**

Sr.No.	Name of the Post	Pre-Revised Scale of Pay As On 31.12.1995 on the State Govt. pattern.	Present Revised Scale of Pay Granted by the Institute w.e.f.1.1.1996 as per State Govt. pattern.	Revised pay scale as per CCS Revised Pay Rules 1997 corresponding to the pre-revised pay scales allowed w.e.f.1.4.2004 on Central Govt. pattern.
1.	2.	3.	4.	5.
01.	Peon	750-940	2550-55-2660- EB-60-3200	2550-55-2660- EB-60-3200
02.	Mali	- do -	- do -	- do -
03.	Chowkidar	- do -	- do -	- do -
04.	Sweeper/Sewerman	- do -	- do -	- do -
05.	Farash/Farash-cum- Attendant	- do -	- do -	- do -
06.	Groundman	- do -	- do -	- do -
07.	Gas Plant Helper/ Guest House Helper	- do -	- do -	- do -
08.	Cleaner	- do -	- do -	- do -
09.	Mali-cum-Chowkidar	- do -	- do -	- do -
10.	Store Helper	- do -	- do -	- do -
11.	Beldar	- do -	- do -	- do -
12.	Tradesman Mate	- do -	- do -	- do -
13.	Assistant Fitter	775-1025	2610-60-3150- EB-65-3540	2610-60-3150- EB-65-3540
14.	Store Mate	- do -	- do -	- do -
15.	Dafedar	- do -	- do -	- do -
16.	Female Attendant	- do -	- do -	- do -
17.	Tradesman Mate	- do -	- do -	- do -
18.	Head Mali	- do -	- do -	- do -
19.	Jamadar Sweeper	- do -	- do -	- do -
20.	Jamadar Peon	800-1150	2650-65-3300- EB-70-4000	2650-65-3300- EB-70-4000

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

1.	2.	3.	4.	5.
21.	Dafti	800-1150	2650-65-3300- EB-70-4000	2650-65-3300- EB-70-4000
22.	Cook-cum-Chowkidar	- do -	- do -	- do -
23.	Asstt. Pump Driver	950-1400	3050-75-3950- EB-80-4350	3050-75-3950- EB-80-4590
24.	Book Binder	- do -	- do -	- do -
25.	Clerk	950-1500	3050-75-3950- EB-80-4590	3050-75-3950- EB-80-4590
26.	Clerk-cum-Typist	950-1500	3050-75-3950- EB-80-4590	3050-75-3950- EB-80-4590
27.	Xerox Machine Op.	- do -	- do -	- do -
28.	Jr. Storekeeper	- do -	- do -	- do -
29.	Matron	- do -	- do -	- do -
30.	Lab. Attendant/ Lib. Attendant/ Workshop Attndt.	- do -	- do -	- do -
31.	Ferro Machine Op.	- do -	- do -	- do -
32.	Dupl. Machine Op.	- do -	- do -	- do -
33.	Store Munshi/Restorer	- do -	- do -	- do -
34.	Gasmn/Dresser	- do -	- do -	- do -
35.	Lab. Assistant	- do -	- do -	- do -
36.	Stenotypist	- do -	- do -	- do -
37.	Carpenter/Mason/Painter Plumber/Electrician	- do -	- do -	- do -
38.	Lab. Attendant/ System Attendant	- do -	- do -	- do -
39.	Tracer	975-1540	3200-85-3880- EB-85-4900	3200-85-3880- EB-85-4900
40.	Pump Driver	1200-2040	4000-100-4800- EB-100-6000	4000-100-4800- EB-100-6000
41.	Jr. Stenographer	- do -	- do -	- do -
42.	Technician Grade-B	- do -	- do -	- do -
43.	Driver	- do - plus Rs.300/- Spl. Pay	- do plus Rs.300/- Spl. Pay	- do plus Rs.300/- Spl. Pay
44.	Plumber/Fitter/Mason/ Carpenter/Electrician	1200-2040	4000-100-4800- EB-100-6000	4000-100-4800- EB-100-6000
45.	Lab. Technician	1350-2200	4500-125-6000- EB-125-7000	4500-125-6000- EB-125-7000
46.	Assistant	1400-2600	5000-150-7100- EB-150-7850	5000-150-7100- EB-150-8000
47.	Accounts Clerk/ Head Cashier/ Cashier	- do -	- do -	- do -

(Contd... P/3....)

1.	2.	3.	4.	5.
48.	Jr. Accountant	1400-2600	5000-150-7100- EB-150-7850	5000-150-7100- EB-150-8000
49.	Mess Manager-cum- Accountant	- do -	- do -	- do -
50.	Counter Assistant	- do -	- do -	- do -
51.	Sr. Stenographer	1400-2600	5000-150-7100- EB-150-7850	5000-150-7100- EB-150-8000
52.	Sr. Storekeeper	- do -	- do -	- do -
53.	Technician Grade-A	- do -	- do -	- do -
54.	Assistant Draftsman	- do -	- do -	- do -
55.	Pharmacist	- do -	- do -	- do -
56.	Staff Nurse	- do -	- do -	- do -
57.	Telephone Operator- cum-Receptionist	- do - (w.e.f.02.09.1996)	- do -	- do -
58.	Security Officer	1600-2660	5450-150-6950- EB-150-8000	- do -
59.	Sr. Library Assistant	- do -	- do -	- do -
60.	Resident Lady Warden	- do -	- do -	- do -
61.	Head Asstt. (Legal)	- do -	- do -	- do -
62.	Junior Engineer	1640-2900	5500-175-8300- EB-175-9000	5500-175-8300- EB-175-9000
63.	Senior Draftsman	- do -	- do -	- do -
64.	Dy. Superintendent	- do -	- do -	- do -
65.	Supervisor	2000-3500	6500-200-8500- EB-200-10500	6500-200-8500- EB-200-10500
66.	Counter Supdt.	- do -	- do -	- do -
67.	Programmer	2200-4000 (w.e.f.15.03.1997)	8000-275-13500	8000-275-13500
68.	Estate Officer	2000-3500	6500-200-10500	6500-200-10500
69.	Land Scape Officer	- do -	- do -	- do -
70.	Assistant Registrar	- do -	- do -	- do -
71.	Sr. Medical Officer	3000-4500 + NPA	10000-325-13900 + NPA	10000-325-15200 + NPA
72.	Lady Medical Officer	2200-4000 + NPA	8000-275-10200- EB-275-13500 + NPA	8000-275-10200- EB-275-13500 + NPA

Signature
Deputy Registrar (GA)

070 11/5/95 2/11/11/08

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**NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA – 136119**

APPENDIX-XXXV

The Director has constituted a committee vide letter No. Estt-III/8352 dated 14.8.2008 comprising of the following to look into grievances of Lab. Attendants, Painter, Mason, Carpenter, Plumber, and Assistant. Pump Drivers and Storekeeper (Junior) etc.

1. Dr. S.K. Sharma, Professor, Mech. Engg. Deptt.
2. Dr. S.M. Gupta, Asstt. Professor, Civil Engg. Deptt.
3. Sh. G.R. Samantaray, Deputy Registrar (Estt.)
4. Sh. M.R. Sharma, Audit Officer

The Committee met in the chamber of the Chairman on 09.09.2008, 12.09.2008 and 18.09.2008 to consider the grievances of Lab. Attendants, Painter, Carpenter, Mason, Plumber and Storekeeper (juniors) and recommendations of the committee has been submitted on 18.09.2008 except Storekeeper (juniors). In the case of Storekeeper (Junior), the Committee has not submitted its report due to required documents, which was not made available to the Committee.

The Committee again met in the chamber of the Chairman on 25.09.2008

to consider the case of Storekeeper (junors). The Committee had gone through the office records/Government instructions and decision taken by the Board of Governors from time to time in case of Storekeeper (juniors) and found as under:-

1. Before 01.04.1979, the Clerks and Storekeepers (Jr.) were in the identical pay scale i.e. Rs. 110-225.
2. On the recommendation of 3rd pay commission, the Clerks and Storekeepers (Jr.) were granted the pay scale of Rs. 400-660 but Storekeeper (juniors) did not accepted the scale of pay of Rs. 400-660 and demanded the pay scale equivalent to other Technical Institute in Haryana as like ITI etc. on the plea that our College is a Technical Institute and all the rules and regulations is followed by the College as per Govt. of Haryana.
3. The request of the Storekeepers (Juniors.) were considered by the College authorities as well as Board of Governors and conditionally pay scale of Rs. 535-900 was granted w.e.f. 01.04.1979 with the approval of Chairman, Board of Governors. In due course of time information was collected by the same was considered and submitted to Board of Governors for grant of pay scale of Rs. 525-900 w.e.f. 01.04.1979. The Board of Governors thereafter constituted the following Committee on 11.11.1986 for re-examine the case: -
 - (i) Shri Beant Singh, Joint Secretary, Finance Deptt. Govt. of Haryana
 - (ii) Shri S. R. Nayyar, Additional Director, Tech. Edu. Deptt., Haryana
 - (iii) Shri J. L. Arora, Joint Secretary, Tech. Edu. Deptt., Haryana

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4. The Committee met under the Chairmanship of Shri Beant Singh, in his office on 25.11.1985 at Chandigarh and decided to regularize the pay scale of Junior Storekeeper, as earlier allowed by the Chairman, Board of Governors.
 5. The Board of Governors in its 69th meeting held on 20.02.1987 considered the regular pay scale of Rs. 1400-2600 to Storekeeper (Juniors) alongwith other categories of the College.
 6. The College has also got approved of Rs. 1400-2600 to Storekeeper (Juniors) before the implementing the 4th pay commission report from the Finance Department vide letter No. 40/33/87-4 Tech. Arch dated 07.07.1987.
 7. After the approval of regular pay scale of Rs. 1400-2600 w.e.f. 01.01.1986 to Storekeeper (Jrs.) by the Board of Governors and approval of Finance Department, the College has again placed an item before the BOG for consider the objection raised by the Director, Technical Education, and Haryana in Memo No. E-29 (7)-85/5487/Dev. Dated 10.06.1988.

Objection of the Director Technical Education, Chandigarh

"It may kindly be intimated if the approval of the Government in the Finance Department was obtained for the revision of pre-revised scale of Junior Storekeeper from Rs. 400-660 to Rs. 525-900, if not, the recovery of excess payment may please be made from the incumbents under intimation to this office".

8. The objection raised by the Director, Technical Education, Haryana has been placed before the Board of Governors for consideration in its meeting held on 4.11.1988. The Board considered the objection of DET, Haryana and decided as under:-

"The Board after considering the objection raised by the Director, Technical Education, Haryana in Memo No. E-29(7)-6/5487/Div.dated 10.06.1988 and the history of the case as explained in the Agenda Note decided that the scale of pay of Rs. 525-900 w.e.f. 01.04.1979 and subsequently revised to Rs. 1400-2600 w.e.f. 01.01.1986 will be personal to the present incumbents on the post of Junior Storekeeper and that the scale of pay of the future incumbents to the post of Junior Storekeeper will be Rs. 950-1500. The Board further decided that no recoveries will be effected from the present incumbents and the matter be considered as closed".

As per approval of the Board of Governors in its 69th meeting held on 20.2.1987 and approval of the Finance Deptt., Govt. of Haryana Vide letter No. 40/33/87-Tech.Arch. dated 7.7.1987. The following Storekeeper (Jrs.) of the Institute has been enjoyed the pay scale of Rs. 525-900 w.e.f. 01.04.1979 and Rs. 1400-2600 w.e.f. 01.01.1986 and upto 31.12.1995:-

1. Shri Devi Dayal
2. Shri Kewal Krishan
2. Shri Ram Kumar
4. Shri K.K. Tuteja
5. Shri Shanu Ram
6. Shri S. P. Nagpal
7. Shri Hari Om Sharma
8. Shri Akhleshwar Sharma
9. Shri Chattar Singh

As per decision of the Board of Governors dated 4.11.1988, the following Juniors Storekeepers were appointed in the pre-revised pay scale of Rs. 950-1500 revised to Rs. 3050-4590 w.e.f. 1.1.1996:-

- | | |
|-------------------------|-------------------|
| 1. Shri Surya Lal Yadav | w.e.f. 28-11-1996 |
| 2. Shri Hardip Singh | w.e.f. 18.02.1997 |
| 3. Shri Brij Bhushan | w.e.f. 31.01.2008 |

The Committee examined the case of Junior Storekeepers who were appointed after the decision of BOG dated 4.11.1988 in the pay scale of pre-revised pay scale of Rs. 950-1500, revised to Rs. 3050-4590 w.e.f. 1.1.1996 and found that all terms and conditions of the appointment is similar at par with their counterparts.

As per Indian Constitution Act 14 and 39(d) as well as Apex Court of Land decision taken from time to time two different pay scales cannot be allowed if the all other terms and conditions of the appointment is same at par with the counterparts. The Apex Court of Land under principle of equal pay for equal work has given its judgment in different cases from time to time (Photocopy of Recent Services Judgment-2006) is enclosed for ready reference.

In view of the above facts, the Committee observed that the pay scale of Rs. 5000-7850 w.e.f. 1.1.1996 (reduced from Rs. 1400-2600 to Rs. 3050-4590) may be given to S/Shri Akhleshwar Sharma and Chattar Singh as they had already granted personal pay as per BOG decision dated 4.11.1988 and the case of S/Shri Surya Lal Yadav, Hardip Singh and Brij Bhushan may be placed before Finance Committee/ Board of Governors as the case may be for grant of pay scale at par with their counterparts i.e. Rs. 5000-7850 w.e.f. 1.1.1996 and so on as the case may be, keeping in view of Indian Constitution Act and decision taken by the Apex Court of Land in various cases regarding equal pay for equal work. It is also mentioned here that the terms and conditions of appointment of Junior Storekeeper who were appointed after the decision of Board of Governors dated 4.11.1988 is similar at par with their counterparts.

M.R. Sharma
20.04.08
(MR Sharma)

GR Samantaray
25.09.08
(GR Samantaray)

SM Gupta
25.9.08
(SM Gupta)

SK Sharma
25.9.2008
(SK Sharma)

प्रेषक

आयुक्त एवं सचिव हरियाणा सरकार,
तकनीकी शिक्षा विभाग।

सेवा में

निदेशक,
तकनीकी शिक्षा विभाग, हरियाणा,
गणेशगढ़।

यादी क्रमांक 40/33/87-4 टेक आर्जी
दिनांक 7 जून, 1987

विषय :-

Revised of pay scale for the non-teaching
(non scheme) posts in the R.E.O. Kurukshetra in
line with the Borth pay Commission recommendations
by Govt. of Haryana W.o.f. 1.1.1986.

अनुसूचित विषय पर आपके यादी क्रमांक 910/विभाग

दिनांक 25 जून, 1987 के तदर्थ में।

2.

सरकार रिजल्ट इंजीनियरिंग कॉलेज कुर्खो में कर्मचारियों

टिचिंग नौस-स्कींग अफ्री को रखे थे वेतन आयोग के वेतनमान राज्य सरकार
के समान उन द्वारा प्रस्तावित सूचि के क्रम संख्या 6 में वर्णित पदों की राज्य

सरकार की भांति 750/940 का वेतनमान, क्रमांक 9 में वर्णित पदों की राज्य
सरकार की भांति 1400-2300 का वेतनमान, क्रमांक 17 पर संलग्न हॉफरिंग की 1600-2300

का वेतनमान देने में तथ्यांशों की जांच के बाद निम्नलिखित वेतनमान समान
सरकार द्वारा सुझाए गए वेतनमानों के आधार पर स्वीकार करने

में निम्न बातों पर सहमत है :-

1. संस्था अतिरिक्त डाक्टर स्वीकृत बजट ग्रान्ट में ही पूरा करेगा
तथा उसके पश्चात् संशोधित अनुमानों के साथ अतिरिक्त राशि
देने के सम्बन्ध में उन द्वारा भेजे प्रस्तावों पर विचार किया जाएगा

..... 2/-

जहाँ तक स्थापन है, सी०पी०एम०, एम०आर०एम० एवं आर०जे०
सी०एम०/डी०एम० तथा डेपूटेशन आर०जे० आर०जे० आर०जे० का प्रश्न है,
यह संस्था के अधीन विद्यमान है। प्रत्येक जिला में
होने तक इसकी प्रतीति समझा जायगा।

यहाँ सि इलाका का ची 50 प्रतिशत भारत सरकार से जरा दिया जाना है । इस लिए प्रधानाचार्य को निर्देश दिए जा रहे हैं जो वेतनमान लागू करने से पूर्व केंद्रीय सरकार की अनुमति प्राप्त कर लेगा ।

SUBJECT: [REDACTED]

el 40

ॐ नमो भगवते वासुदेवाय

No. P-GA/ 9858
Dated: 9.7.1987

NOTIFICATION

Subject: Revision of Pay scales of Non-Teaching
(Non-Scheme) Employees of the R.E.C.
Kurukshetra with effect from 1.1.1986.

The Board of Governors of this College in their 69th Meeting held on 20.2.1987 vide Item 69.49 approved in principle, the adoption of Revised Scales of Pay for Non-Teaching employees of the College on the same terms and conditions as and when laid down by the State Government for its employees from time to time.

On receipt of Haryana Government Gazette Notification of 29th April, 1987, revised scales of pay to be followed on the pattern of Haryana Government, following the implementation of the Fourth pay Commission of Central Govt., a statement indicating revised scales of pay to be followed in this College, was submitted to the Commissioner and Secretary, Technical Education, Government of Haryana for their approval.

We have received the approval of the Government of Haryana, vide their letter No. 40/33/87-4.Tech.Arch. dated 7.7.1987. The approved scales to be implemented for various categories of employees in this College w.e.f. 1.1.1986 are given in the enclosed statement.

Since 50% expenditure for implementation of the revised scales w.e.f. 1.1.86 is to be met by the Central Govt., the State Govt. has desired to take approval of the Central Govt. The case has already been referred to the Govt. of India.

The main conditions, laid down for implementation of revised scales by the Haryana Government are reproduced below:

1. The revision of pay scales shall not be applicable to:

- i) Persons not in whole-time employment;
- ii) Persons paid out of contingencies;
- iii) Persons paid otherwise than on monthly basis including those paid only on a piece rate basis;
- iv) Persons employed on contract except where the contract provides otherwise;
- v) Persons re-employed in Service after retirement except ex-military pensioners;

2. The arrears on account of revision of scales of pay w.e.f. 1.1.1986 to 28.2.1987 shall be credited in the C.P.F. Account of the employees.

3. No corresponding contribution would be made by the College for C.P.F. deposits made on account of arrears for the period from 1.1.1986 to 28.2.1987.

Statement showing the revised scales of pay for the Non-Teaching (Non-Scheme) posts in the R.E.C. Kurukshetra, to be implemented with effect from 1.1.1986, as approved by the State Government of Haryana, vide letter No. 40/33/87-4. Tech. Arch. dated 7.7.1987.

Post(s)	Revised Scales of pay to be followed w.e.f. 1.1.1986 as approved by the Haryana Govt.
Peon.	750-12-870-EB-14-940.
Gas Plant Helper/Cleaner/ Store Helper/Mazdoor/Mali/ Mali-cum-Chowkidar/Farash/ Farash-cum-Att./Groundsman/ Chowkidar.	750-12-870-EB-14-940.
Assistant Fitter/Store-Mate/ Dafadar/Female Attendant/ Tradesman Mate/Head Mali	775-12-935-EB-14-1025.
Sweeper/Sewer.	750-12-870-EB-14-940.
Jamadar Sweeper.	775-12-935-EB-14-1025.
Laboratory Attendant/ Workshop Attendant/ Library Attendant/ System Attendant/ Assistant Pump Driver/ Daftri/Jamadar Peon/ Book Binder/Cook-cum- Chowkidar.	750-12-870-EB-14-940.
Clerk/Record Keeper/ Storekeeper-cum-Clerk/ Matron (Girls Hostel)/ Lab. Assistant/Ferro Machine Operator/ Duplicating Machine Operator/Store Munshi/ Restorer/Gas Man/ Dresser (Health Centre).	950-20-1150-EB-25-1500.
Triers	975-25-1150-EB-30-1540.
Pump Drivers	800-15-1010-EB-20-1150.
Drivers.	1200-30-1560-EB-40-2040.
Technician Gr.B/ Plumber/Mason/Carpenter/ Electrician/Fitter/ Lab. Technician (Health Centre).	1200-30-1560-EB-40-2040.
Junior Storekeepers.	1400-40-1600-EB-50-2500.

- : 2 :-

Name of the Post(s)	Revised Scales of pay to be followed w.e.f. 1.1.1986 as approved by the Haryana Govt.
13. Dispenser (Health Centre)	1350-30-1440-40-1500-EB-50-2200.
14. Assistants/Head Cashier/ Accounts Clerk/Cashier/ M.M.C.A/Counter Asstt/ Senior Stenographers/ Senior Storekeepers.	1400-40-1600-50-2300-EB-60-2600.
15. Junior Accountant.	1400-40-1600-50-2300-EB-60-2600.
16. Technician Grade I.	1400-40-1600-50-2300-EB-60-2600.
17. Assistant Draftsman.	1400-40-1800-EB-50-2500.
18. Sectional Officers	1400-40-1800-EB-50-2500.
19. Senior Draftsman.	1600-50-2300-EB-60-2660.
20. Head Assistants/ Security Officer/ Deputy Superintendents.	1600-50-2300-EB-60-2660.
21. Land Survey Officer/ Supervisor/ Supervisor(Computer).	2000-60-2300-EB-75-3200.
22. Estate Officer	2000-60-2300-EB-75-3200-100-3500.
23. Medical Officer	2000-60-2300-EB-75-3200-100-3500.
24. Senior Medical Officer	3000-100-3500-125-4500.

2006(1) RSJ

State of Haryana vs. Charanjit Singh

SUPREME COURT OF INDIA

S.N. Varlava, Dr. A.R. Lakshmanan and S.H. Kapadia, JJ.

Civil Appeal Nos. 6562 of 2002 with

Decided on 5th October, 2005

Civil Appeal No. 6567/2002

Civil Appeal No. 6568/2002, Civil Appeal No. 6570/2002,

Civil Appeal No. 6572/2002, Civil Appeal No. 6569/2002,

Civil Appeal No. 6573/2002, Civil Appeal No. 6574/2002,

Civil Appeal No. 6575/2002, Civil Appeal No. 6528/2002,

Civil Appeal No. 6647/2002, Civil Appeal No. 6485/2002,

Civil Appeal No. 7093/2002, Civil Appeal No. 8090/2002,

Civil Appeal No. 6166/2005, Civil Appeal No. 1272/2003,

Civil Appeal No. 1475/2003, Civil Appeal No. 6167 of 2005,

Civil Appeal No. 4154/2003, Civil Appeal No. 4636/2003,

Civil Appeal No. 5104/2003, Civil Appeal No. 6322/2003,

Civil Appeal No. 4447/2003, Civil Appeal No. 6654-6657/2003,

Civil Appeal No. 8636/2003, Civil Appeal No. 185/2004,

Civil Appeal No. 6648/2004, Civil Appeal No. 189/2004

State of Haryana and others

Appellants

Versus

Charanjit Singh and others

Respondents

For the Appearing Parties :

Mr. P.N. Mishra, Senior Advocate,
Mr. Ajay Siwach, Mr. Pardeep Dahiya,
Mr. Sandeep Sharma, Mr. T.V. George,
Mr. Jasbir Singh Malik, Mr. Arun Kumar Singh,
Mr. S.K. Sabharwal, Ms. Kamakshi S. Mehlwal,
Mr. Suresh C. Gupta, Mr. R.K. Tripathi,
Mr. J.K. Pali, Mr. Kamal Mohan Gupta,
Mr. Jinendra Jain, Mr. Ajay Jain, Ms. Anjali,
Mr. Ravishankar Garg, Ms. Abha R. Sharma,
Mrs. K. Sharada Devi, Mr. Seeraj Bagga,
Mrs. Sureshta Bagga, Ms. Hemantika Wahi,
Mr. Ajay K. Agrawal, Mr. J.P. Dhanda,
Mr. Ranbir Singh Yadav, Mr. B.S. More,
Mr. Gian Singh, Mr. Mahinder Singh Dahiya,
Mr. Ajay Choudhary, Mr. R.S. Dwivedi,
Mr. P.K. Singh, Mr. Ajay Bansal,
Mr. Pankaj Kumar, Ms. Indu Malhotra,
Ms. C.K. Sucharita, Mr. Ugra Shankar Prasad,
Mr. B.S. Chahar, Mrs. Jyoti Chahar,
Mr. Vinay Garg, Mr. Sudhir Nandrajog,
Ms. Sarda Devi and
Mr. Prem Malhotra, Advocates with him.

RECENT SERVICES JUDGMENTS

2006(1)RSJ

stated.

(Para 17)

(ii) Constitution of India, Articles 14, 39(d) and 226 - Equal pay for equal work - Writ jurisdiction - Normally the application of the principle of equal pay for equal pay must be left to be evaluated and determined by an expert body - These are no matters where the writ Court can lightly interfere - if the High Court on the basis of material placed before it, convinced that there was equal work of equal quality and all other relevant factors are fulfilled it may direct payment of equal pay from the date of filing of the respective writ petitions.

(Para 17)

(iii) Equal pay for equal work - Contract employee - Held that persons employed on contract cannot claim equal pay on basis of equal pay for equal work.

(Para 22)

Cases referred:

1. JT 1996 (10) SCC 876 (State of Haryana vs. Jasmer Singh)
2. JT 1989 (3) SCC 296 (Harbans Lal vs. State of H.P.)
3. 1986 (1) SCC 637 (Dhirendra Chamoli vs. State of U.P.)
4. AIR 1986 SC 584 (Surinder Singh vs. Engineer-in-Chief, C.P.W.D.)
5. JT 2003 (4) SC 104 (Orissa University of Agriculture and Technology vs. Manoj K. Mohanty)
6. JT 1995 (5) SC 636 (Ghaziabad Development Authority vs. Vikram Chaudhary)
7. JT 1989 (1) SC 572 (Mewa Ram Kanojia vs. All India Institute of Medical Sciences)
8. 2003 (6) SCC 123 (State of Haryana vs. Tilak Raj)
9. 2004 (1) SCC 347 (Government of West Bengal vs. Tarun K. Roy)
12. 1988 (9) SCC 595 (State of Punjab vs. Devinder Singh)
13. 2003 (8) Scale 259 (State of U.P. vs. Putti Lal)
14. 1996 (3) SC 336 (State of Bihar vs. Ramdeo Yadav)
15. JT 1995 (9) SC 310 (State of Maharashtra vs. Digambar)
16. 1993 Supp (1) SCC 525 (Sandeep Kumar vs. State of Uttar Pradesh)
17. 2003 (11) SCC 776 (State of Punjab vs. Talwinder Singh)
18. 1998 (9) SCC 252 (Union of India vs. K.V. Baby)

JUDGMENT

S.N. Variava, J.- Delay condoned.

Special leave granted in SLPs.

In all these appeals, the respondents were daily wagers who were appointed as ledger clerks, ledger keepers, pump operators, mali-cum-chowkidar, fitters, petrol men, surveyors etc. All of them claimed the minimum wages payable under the pay scale of regular Class IV employees from the date of their appointments. The question whether or not these persons were entitled to the minimum of the pay-scale of a regular Class IV employee was referred to a Full Bench for consideration. The Full Bench gave its decision. Following the Full Bench decision all these writ petitions have been disposed off with short orders. In all these cases the respondents have been directed to be given the minimum of the wages in the scale payable to a regular Class IV employee from the date of the filing of the respective petition.

2. One other fact which must be mentioned is that, whilst these appeals were pending before this Court, all the respondents have been regularized. From the date of their regularization they are being paid pay-scales as payable to a regular Class IV employee. The question therefore is only whether the directions

2006(1) RSJ

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of the High Court to pay the minimum wage in the scale payable to a Class IV employee, from the date of their filing the respective petition, is requested to be interfered with.

3. Then these appeals came up for hearing on 23rd August, 2004 this Court referred the matters to a larger Bench for consideration by passing the following order:

"The respondents in all these appeals were initially appointed as ledger-clerks, ledger keepers, pump operators, mali-cum-chowkidars, fitters, petrol man, surveyor, drivers etc. on daily wages or on contractual basis. They were all regularized with effect from October, 2003 and they have been getting the minimum payable under the regular pay scale of Class-IV employees from the date of their regularization. In the writ petitions filed by these respondents before the High Court of Punjab and Haryana at Chandigarh, the Division Bench directed that these respondents shall be paid the minimum salary and dearness allowances payable to their counter parts working on regular basis. The question for consideration before this Court, in the present set of cases, is that whether these respondents are entitled to get the minimum scale of pay from the date of their appointment as daily wagers/casual employees or they are entitled to get the minimum salary in the scale of pay from the date of their regularization.

Learned Counsel for the State contended that they are entitled to get minimum of the scale of pay only from the date of regularization whereas the respondents contended that applying the principle of "equal pay for equal work" they are entitled to get the minimum of the pay scale from the date of their employment as casual employees or daily wagers. The respondents, in this connection, relied on the decision of this Court in AIR 1986 SC p. 584. *Surinder Singh and another vs. Engineer-in-Chief, C.P.W.D and others*, wherein the petitioners appointed on daily wages in the Central Public Works Department were given salary and allowances which were payable to the regular employees from the date on which they were employed but in series of other decisions rendered by this Court in JT 1996 (10) SC 876, *State of Haryana and others vs. Jasmer Singh and others*, it was held that the daily rated workmen who were to be paid minimum wages admissible to such workmen as prescribed and not in the pay scale applicable to similar employees working on regular service. Reliance was also placed on earlier decision in *Harbans Lal vs. State of H.P.*, JT 1989 (3) SC 296. A similar view was taken by this Court in *Orissa University of Agriculture and Technology and another vs. Manoj K. Mohanty*, JT 2003(4) SC 104 and *Ghaziabads Development Authority and others vs. Vikram Chaudhary and others*, JT 1995 (5) SC 636 and also in *State of Haryana and another vs. Tilak Raj and others*, JT 2003 (5) SC 544. It appears that there is a conflict of decision and earlier decision in *Surinder Singh and another vs. Engineer-in-Chief, C.P.W.D. and others*, AIR 1986 SC 584 was not referred to in later decisions. Therefore, in our view, these cases have to be considered by a larger bench so that the conflict may be resolved. The registry is required to place these matters before the Hon'ble Chief Justice of India for posting the same before a larger bench."

The matters are thus before this three Judge Bench.

4. In the case of *Surinder Singh vs. Engineer-in-Chief C.P.W.D.* AIR (1986)

work" is not an abstract doctrine which is not capable of being enforced in a Court of law. This Court cited with approval the following observations made in the case of **Dhirendra Chamoli vs. State of U.P.**, 1986 (1) SCC 637.

"We therefore allow the writ petitions and make the rule absolute and direct the Central Government to accord to these persons who are employed by the Nehru Yuvak Kendras and who are concededly performing the same duties as Class IV employees, the same salary and conditions of service as are being received by Class IV employees, except regularization which cannot be done since there are no sanctioned posts. But we hope and trust that posts will be sanctioned by the Central Government in the different Nehru Yuvak Kendras, so that these persons can be regularized. It is not at all desirable that any management and particularly the Central Government should continue to employ persons on casual basis in organizations which have been in existence for over 12 years. The salary and allowances of Class IV employees shall be given to these persons employed in Nehru Yuvak Kendras with effect from the date when they were respectively employed.

Earlier the Court also observed that it was a peculiar attitude to take on the part of the Central Government to say that they would pay only daily wages and not the same wages as other similarly employed employees received though all of them did identical work. The Court said :

This argument lies ill in the mouth of the Central Government for it is an all too familiar argument with the exploiting class and a welfare State committed to a socialist pattern of society cannot be permitted to advance such an argument. It must be remembered that in this country where there is so much unemployment, the choice for the majority of people is to starve or to take employment on whatever exploitative terms are offered by the employer. The fact that these employees accepted employment with full knowledge that they will be paid only daily wages and they will not get the same salary and conditions of service as other Class IV employees, cannot provide an escape to the Central Government to avoid the mandate of equality enshrined in Article 14 of the Constitution. This article declares that there should be equality before law and equal protection of the law and implicit in it is the further principle that there must be equal pay for equal work of equal value..... It makes no difference whether they are appointed in sanctioned posts or not. So long as they are performing the same duties, they must receive the same salary and conditions of service as Class IV employees."

5. In **Dhirendra Chamoli's** case this Court then held that the Central Government like all organs of a State is committed to the Directive Principles of State Policy and Article 39 enshrines the principle of equal pay for equal work. On this basis, this Court directed the Government to pay to the petitioners therein and all other daily wagers the same salary and allowances as were paid to regular and permanent employees. To be immediately noted that in this case, there is no discussion as to whether or not the concerned employees were similarly situated with the regular employees and what was the nature of their work and the nature of work of a regular employee. The case appears to have proceeded on the footing that everything was identical and that the doctrine of equal pay for equal work applied. Counsel for the respondents have also relied upon other judgments of this Court. they are being dealt with later.

6. The question as to when such a doctrine can apply was considered by this

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Court in the case of **State of Haryana vs. Jasmer Singh**, 1996 (11) SCC 77. In this case, it was held that the principle of equal pay for equal work is not easy to apply. It was held that there are inherent difficulties in comparing and evaluating the work of different person in different organizations or even in the same organization. Earlier judgments directing payment on the basis of the doctrine of equal pay for equal work were taken note of. The Court record that a note of caution had been expressed in the case of **State of U.P. Vs. J.P. Chaurasia**, 1989 (1) SCC 121. It was pointed out that the principle of "equal pay for equal work" has no mechanical application in every case of similar work. It was held that Article 14 permits reasonable classification based on qualities or characteristics of persons recruited and grouped together, as against those who were left out. It was held that these qualities or characteristics must have a reasonable relation to the object sought to be achieved. It was held that in service matters merit or experience can be a proper basis for classification for the purposes of pay in order to promote efficiency in administration. It was held that a higher pay scale to avoid stagnation or resultant frustration for lack of promotional avenues is also an acceptable reason for pay differentiation. It was held that even though persons may do the same work, their quality of work may differ. It was held that where persons are selected by a Selection Committee on the basis of merit with due regard to seniority a higher pay scale granted to such persons who are evaluated by competent authority cannot be challenged. Note was also taken of the case of **Mawa Ram Kanojia vs. All India Institute of Medical Sciences**, JT 1989 (1) SC 572 where in it was held that a classification based on differences in educational qualification justified a difference in pay scale. This Court further observed that the judgment of the pay Commission in this regard relating to the nature of the job, in the absence of material to the contrary, should be accepted. The case of **Harbans Lal vs. State of H.P.**, 1989 (4) SCC 459, was referred to with approval. In that case it was held that a mere nomenclature designating a person as a carpenter or a craftsman was not enough to come to the conclusion that he was doing the same work as another carpenter in regular service. In that case, carpenters employed by the Himachal Pradesh Handicraft Corporation on daily wages sought parity of wages with carpenters in regular service. This Court negatived this contention, holding that a comparison cannot be made with counter-parts in other establishments with different management or even in the establishments in different locations though owned by the same management. The quality of work which is produced may be different and even the nature of work assigned may be different. It is not just a comparison of physical activity. The application of the principle of "equal pay for equal work" requires consideration of various dimensions of a given job. The accuracy required and the dexterity that the job may entail may differ from job to job. It was held that it must be left to be evaluated and determined by an expert body. In Jasmer Singh's case this Court summed up as follow.

".....the quality of work performed by different sets of persons holding different jobs will have to be evaluated. There may be differences in educational or technical qualifications which may have a bearing on the skills which the holders bring to their job although the designation of the job may be the same. There may also be other considerations which have relevance to efficiency in service which may justify differences in pay scales on the basis of criteria such as experience and seniority, or a need to prevent stagnation in the cadre, so that good performance can be elicited from persons who have reached the top of the pay scale. There may be other factors which may be relevant to the evaluation of the quality of work performed by different sets of persons holding different jobs. It is not just a comparison of physical activity. The application of the principle of "equal pay for equal work" requires consideration of various dimensions of a given job. The accuracy required and the dexterity that the job may entail may differ from job to job. It was held that it must be left to be evaluated and determined by an expert body. In Jasmer Singh's case this Court summed up as follow.

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considerations which may have a bearing on efficient performance in a job. This court has repeatedly observed that evaluation of such jobs for the purposes of pay scale must be left to expert bodies and, unless there are any mala fides, its evaluation should be accepted.

9. This Court in the case of *Harbans Lal vs. State of H.P.* [JT 1989 (3) SC 296] further held that daily-rated workmen who were before the Court in that case were entitled to be paid minimum wages admissible to such workmen as proscribed and not the minimum in the pay scale applicable to similar employees in regular service unless the employer had decided to make such minimum in the pay scale applicable to the daily-rated workmen. The same position is reiterated in the case of *Ghaziabad Development Authority vs. Vikram Chaudhary*, JT 1995 (5) SC 636.

10. The respondents, therefore, in the present appeals who are employed on daily wages cannot be treated as on a par with persons in regular service of the State of Haryana holding similar posts. Daily-rated workers are not required to possess the qualifications prescribed for regular workers, nor do they have to fulfil the requirement relating to age at the time of recruitment. They are not selected in the manner in which regular employees are selected. In other words the requirements for selection are not as rigorous. There are also other provisions relating to regular service such as the liability of a Member of the service to be transferred, and his being subject to the disciplinary jurisdiction of the authorities as prescribed, which the daily-rated workmen are not subjected to. They cannot, therefore, be equated with regular workmen for the purposes for their wages. Nor can they claim the minimum of the regular pay scale of the regularly employed."

7. In the case of *State of Haryana vs. Tilak Raj*, 2003 (6) SCC 123, it has been held that the principle of equal pay for equal work is not always easy to apply. It has been held that there are inherent difficulties in comparing and evaluating the work of different persons in different organizations or even in the same organization. It has been held that this is a concept which requires, for its applicability, complete and wholesale identity between a group of employees claiming identical pay scales and the other group of employees who have already earned such pay scales. It has been held that the problem about equal pay cannot be translated into a mathematical formula. It was further held as follow :

"11. A scale of pay is attached to a definite post and in case of a daily wager, he holds no posts. The respondent workers cannot be held to hold any posts to claim even any comparison with the regular and permanent staff for any or all purposes including a claim for equal pay and allowances. To claim a relief on the basis of equality, it is for the claimants to substantiate a clear cut basis of equivalence and a resultant hostile discrimination before becoming eligible to claim rights on a par with the other group vis-a-vis an alleged discrimination. No material was placed before the High Court as to the nature of the duties of either categories and it is not possible to hold that the principle of "equal pay for equal work" is an abstract one."

8. In the case of *Orissa University of Agriculture and Technology vs. Manoj K. Mohanty*, 2003 (5) SCC 188, this Court set aside the order of the High Court granting equal pay for equal work on the basis that the High Court, before issuing such directions, had not examined facts of the case in order to appreciate whether the respondent therein satisfied the relevant requirements such as the nature

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of work done by him as compared to the nature of work done by a regularly employed person, the qualifications, the responsibilities, etc. It was noted that as the respondent therein was only on a temporary basis and he had not undergone the process for regular recruitment and in such cases direction to give regular pay scale could not be given without examining the relevant factors. It was held that before giving such directions the Court must also keep in mind what would be its implications and impact on the other employees. It was held that in the absence of necessary averments and materials placed on record, there is no scope to give such a direction. It was held that the burden to prove that everything was equal is on the person claiming equal pay for equal work and in the absence of necessary averments and proofs a party would not be entitled to get such directions.

9. In the case of **Government of West Bengal vs. Tarun K. Roy**, 2004 (1) SCC 347, a three Judge Bench of this Court has also considered the doctrine of equal pay for equal work in the following terms :

"Equal Pay for Equal Work.

Article 14 read with Article 39(d) of the Constitution of India envisages the doctrine of equal pay for equal work. The said doctrine, however, does not contemplate that only because the nature of the work is same, irrespective of an educational qualification or irrespective of their source of recruitment or other relevant considerations the said doctrine would be automatically applied. The holders of a higher educational qualification can be treated as a separate class. Such classification, it is trite, is reasonable. Employees performing the similar job but having different educational qualification can thus, be treated differently.

In **State of Jammu and Kashmir vs. Trilok Nath Khosa**, AIR 1974 SC 1, this Court held :

"Educational qualifications have been recognized by this Court as a safe criterion for determining the validity of classification"

The post of Operator-cum-Mechanic and Sub-Assistant Engineers are technical posts. As noticed hereinbefore, whereas for the posts of Operator-cum-Mechanic the qualification of school final examination and a certificate obtained from the Industrial Training Institute would be sufficient, for the posts of Sub-Assistant Engineer the person must have a diploma from a polytechnic apart from being a matriculate.

It is also not in dispute that such qualification was prescribed as far back as in the year 1971 and the respondents herein were appointed thereafter.

The Court, in exercise of its power of judicial review cannot hold that matriculates with a certificate from ITIs or simply graduates in science would be entitled to hold the posts of Sub-Assistant Engineers. It is for the executive to lay down the qualification required for holding a post and not for the Courts.

In Debdas Kumar's case (supra) the issue which fell for determination by this Court was as to whether those Operators-cum-Mechanic who were diploma holders, having regard to the aforementioned notification dated November 19, 1974 were entitled to be designated as Sub-Assistant Engineers. This Court noticed that the post of Sub-Assistant Engineer is direct recruitment post and not a promotional post and, thus, they are entitled to be designated as Sub-Assistant Engineers, particularly, when such a status had been conferred upon 17 persons similarly situated. This Court granted relief to Debdas Kumar's case (supra) only on the ground that

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they had been discriminated against.

Question of violation of Article 14 of the Constitution of India on the part of the State would arise only if the persons are similarly placed. Equality clause contained in Article 14, in other words, will have no application where the persons are not similarly situated or when there is a valid classification based on a reasonable differential. Doctrine of 'equal pay for equal work', therefore is not attracted in the instant case.

There is nothing on record to show that the duties and functions of two categories of employment are at par, and, thus, parity in pay-scales is not permissible.

The very fact that from the very beginning two different pay scales were being maintained is itself suggestive of the fact that the duties and functions are also different. In fact it is not disputed that of the two posts the Sub-Assistant Engineer is a higher post.

In Chairman-cum-Managing Director, National Textiles Corporation Ltd. vs. N.T.C. (WBAB and O) Ltd. Employees Union, 2003-III-LLJ-1102, this Court held at P. 1106

"9. In view of the fact that the nature of duties of the staff in the two categories has been found to be not at par, parity in pay scales may not be possible....."

In Orissa University of Agriculture and Technology vs. Manoj K. Mohanty 2003-II-LLJ-968 this Court noticed at P. 970.

"10. It is clear from the averments made in the writ petition extracted above, nothing is stated as regards the nature of work, responsibilities attached to the respondent without comparing to the regularly recruited Junior Assistants. It cannot be disputed that there was neither necessary averments in the writ petition nor any material was placed before the High Court so as to consider the application of principle of 'equal pay for equal work'."

This Court further noticed at P. 971 of LLJ :

"11. In the absence of material relating to other comparable employees as to the qualifications, method of recruitment, degree of skill, experience involved in performance of job, training required, responsibilities undertaken and other facilities in addition to pay scales, the learned Single Judge was right when he stated in the order that in the absence of such material it was not possible to grant relief to the respondent....."

12. Before giving such direction, the High Court also did not keep in mind as to what would be its implications and impact on the other employees working in the appellant University. From the averments made in the writ petition extracted above, it is clear that no details were given and no material was placed before the High Court for comparison in order to apply the principle of equal pay for equal work'. The Court in State of Haryana vs. Jasmer Singh, JT 1996 (10) SC 876 observed that the principle of 'equal pay for equal work' is not always easy to apply. There are inherent difficulties in comparing and evaluating work done by different persons in different organizations or even in the same organization.

13. Yet, in another decision in State Bank of India vs. M.R. Ganesh Babu, JT 2002 (4) SC 129, a Bench of three learned Judges of this Court, while dealing with the same principle, has expressed that :

"..... It is well settled that equal pay must depend upon the nature of work

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done. It cannot be judged by the mere volume of work; there may be qualitative difference as regards reliability and responsibility. Functions may be the same but the responsibilities made a difference....."

In Tarun Roy's case an argument that relief should be given as in an earlier matter objection was not taken and was rejected in the following terms.

"In a case of this nature, the Courts are required to determine the issue having regard to larger public interest. It is one thing to say that in a given case the High Court or this Court may not exercise an equitable jurisdiction under Article 226 or Article 136 of the Constitution of India, but it is another thing to say that the Courts shall grant a relief to a party only on the ground that a contention which is otherwise valid would not be raised on the ground that the same was not done in an earlier proceedings.

In the instant case, the appellant has explained under what circumstances the order of the Learned Single Judge of the Calcutta High Court had to be obeyed. If rule of law is to be followed, judicial discipline demands that the Court follows its earlier binding precedent. The Calcutta High Court itself has rejected such a plea. The matter is pending in appeal. An order passed to the contrary by another Learned Single Judge in ignorance of the earlier binding precedent by itself would not constitute a binding precedent and may be held to have been rendered per incuriam.

Furthermore, in the order dated October 1, 1991, the learned Judge categorically directed that the same would be subject to any order that may be passed in the appeal which is pending before the Division Bench from the judgment and order dated January 20, 1989 passed in Nema Chand Ghosh's case (supra). the said order, therefore, did not attain finality.

In the aforementioned situation, the Division Bench of the Calcutta High Court manifestly erred in refusing to consider the contentions of the appellant on their own merit, particularly, when the question as regard difference in the grant of scale of pay on the ground of different educational qualification stands concluded by a judgment of this Court in Debdas Kumar's case (supra). If the judgment of Debdas Kumar's case (supra) is to be followed a finding of fact was required to be arrived at that they are similarly situated to the case of Debdas Kumar (supra) which in turn would mean that they are also holders of diploma in engineering. They admittedly, being not, the contention of the appellants could not be rejected; non-filing of an appeal, in any event, would not be a ground for refusing to consider a matter on its own merits *State of Maharashtra vs. Digambar*, JT 1995 (9) SC 310.

In *State of Bihar vs. Ramdeo Yadav*, JT 1996 (3) SC 336, wherein this court noticed Debdas Kumar's case (supra) holding:

"Shri B.B. Singh the learned Counsel for the appellants contended that though an appeal against the earlier order of the High Court has not been filed, since larger public interest is involved in the interpretation given by the High Court following its earlier judgment, the matter requires consideration by this Court. We find force in this contention. In similar circumstances, this Court in *State of Maharashtra vs. Digambar* (supra) and in *State of West Bengal vs. Debdas Kumar* JT 1991 (2) SC 36, had held that though an appeal was not filed against an earlier order, when public interest is involved in interpretation of law, the Court is entitled to go into the question.

The three Judge Bench decision of this Court is binding on this Court. Even

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10. In the case of **State of Orissa vs. Balaram Sahu and others**, 2003 (1) SCC 250, this Court has held that the applicability of the principle depends not only on the nature or volume of the work but also on the qualitative difference in reliability and responsibilities also. It is held that it is for the claimant of parity to substantiate a clear cut basis of equivalence and a resultant hostile discrimination. It is held that in the absence of requisite substantiating material the court would be wrong to grant parity in pay merely on the presumption of equality of nature of work. It was held that such workers would be entitled to prescribed minimum wages.

11. Now we examine the authorities relied upon by Counsel for various respondents to see whether this Court has laid down anything contrary.

12. In the case of **State of U.P. and others vs. Putli Lal**, 2003 (8) Scale 259, a three Judge Bench of this Court, of which one of us (Variava, J.) was a party directed the Government to pay the concerned daily rated workers the minimum of the pay scale payable to a regularly employed worker. However, this was pending a scheme for regularization. Thus, there was no direction to pay retrospectively. Further the order proceeds on the basis that everything was equal and that the principle applied. It was not argued before this Court that the principle had no application.

13. In the case of **State of Punjab vs. Devinder Singh and others**, 1988 (9) SCC 595, it was noted that the concerned ledger clerks were found to have been given similar work as regular ledger clerks. This court without any further discussion or consideration held that concerned ledger clerks would be entitled to the minimum of the pay scale of ledger clerks. It was directed that this be paid for a period of three years prior to the filing of the writ petition. It seems that attention of this Court was not brought to the earlier authorities, which lay down when the principle of equal pay for equal work can apply. Also we are unable to accept the finding that for similar work the principle of equal pay applies. Equal pay can only be given for equal work of equal value.

14. In the case of **Sandeep Kumar and others vs. State of Uttar Pradesh and others**, 1993 Supp (1) SCC 525 regularisation was refused but equal pay was granted on the admitted position that the concerned workmen were doing the same work.

15. In the case of **Bhagwan Dass and other vs. State of Haryana and others**, (1989) 9 SCC 595 this Court held that if the duties and functions of the temporary appointees and regular employees are similar there cannot be discrimination in pay merely on the ground of difference in modes of selection. It was held that the burden of proving similarity in the nature of work was on the aggrieved worker. We are unable to agree with the view that there cannot be discrimination in pay on the ground of differences in modes of selection. As has been correctly laid down in Jasmer Singh's case (supra) persons selected by a Selection Committee on the basis of merit with due regard to seniority can be granted a higher pay scale as they have been evaluated by competent authority and in such cases payment of a higher pay scale cannot be challenged. Jasmer Singh's case has been noted with approval in Tarun K. Roy's case.

16. In the case of **State of Punjab vs. Talwinder Singh and others**, 2003 (11) SCC 776, this Court granted equal pay following Devinder Singh's case (supra) Jasmer Singh's case was brought to the notice of the Court but it differentiated the case on the ground that in Jasmer Singh's case the Court had concluded that

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daily wagers did not discharge the same duties. Thus, this case also proceeds on the basis that the work was identical.

17. Having considered the authorities and the submissions we are of the view that the authorities in the cases of Jasmer Singh, Tilak Raj, Orissa University of Agriculture and Technology and Tarun K. Roy lay down the correct law. Undoubtedly, the doctrine of "equal pay for equal work" is not an abstract doctrine and is capable of being enforced in a Court of law. But equal pay must be for equal work of equal value. The principle of "equal pay for equal work" has no mechanical application in every case. Article 14 permits reasonable classification based on qualities or characteristics of persons recruited and grouped together, as against those who were left out. Of course, the qualities or characteristics must have a reasonable relation to the object sought to be achieved. In service matters, merit or experience can be a proper basis for classification for the purposes of pay in order to promote efficiency in administration. A higher pay scale to avoid stagnation or resultant frustration for lack of promotional avenues is also an acceptable reason for pay differentiation. The very fact that the person has not gone through the process of recruitment may itself, in certain cases, make a difference. If the educational qualifications are different, then also the doctrine may have no application. Even though persons may do the same work, their quality of work may differ. Where persons are selected by a Selection Committee on the basis of merit with due regard to seniority a higher pay scale granted to such persons who are evaluated by competent authority cannot be challenged. A classification based on difference in educational qualifications justifies a difference in pay scales. a mere nomenclature designating a person as say a carpenter or a craftsman is not enough to come to the conclusion that he is doing the same work as another carpenter or craftsman in regular service. The quality of work which is produced may be different and even the nature of work assigned may be different. It is not just a comparison of physical activity. The application of the principle of "equal pay for equal work" requires consideration of various dimensions of a given job. The accuracy required and the dexterity that the job may entail may differ from job to job. It cannot be judged by the mere volume of work. There may be qualitative difference as regards reliability and responsibility. Functions may be the same but the responsibilities made a difference. Thus normally the applicability of this principle must be left to be evaluated and determined by an expert body. These are not matters where a writ Court can lightly interfere. Normally a party claiming equal pay for equal work should be required to raise a dispute in this regards. In any event the party who claims equal pay for equal work has to make necessary averments and prove that all things are equal. Thus, before any direction can be issued by a Court, the Court must first see that there are necessary averments and there is a proof. If the High Court, is on basis of material placed before it, convinced that there was equal work of equal quality and all other relevant factors are fulfilled it may direct payment of equal pay from the date of the filing of the respective writ petition. In all these cases, we find that the High Court has blindly proceeded on the basis that the doctrine of equal pay for equal work applies without examining any relevant factors.

18. As stated above in all these cases the High Court has followed a Full Bench decision of that Court. The Full Bench has also observed that the essential ingredient is similarity. This would be correct. However, at one stage the Full Bench observes that even if some dispute is raised. That would be wrong law in each case

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the Court must satisfy itself that the burden of proving that the work and conditions are equal is discharged by the aggrieved employee.

19. We, therefore, set aside all the impugned judgments and remit all these and see whether the necessary averments are there. It shall then consider all relevant fact, as enumerated above, and decide whether everything is identical and equal if the High Court feels that there is a dispute which would necessitate extensive evidence it may direct that party to raise an appropriate dispute where such questions could be dealt with and which, in fact, would be the appropriate proceedings.

20. One other fact which must be noted is that civil appeals Nos. 6648 of 2002, 6647 of 2002, 6572 of 2002 and 6570 of 2002 do not deal with casual or daily rated workers. These are cases of persons employed on contract. To such persons the principles of equal pay for equal work has no application. The Full Bench Judgment dealt only with daily rated and casual workers. Where a person is employed under a contract, it is the contract which will govern the terms and conditions of service. In the case of *State of Haryana vs. Surinder Kumar and others*, 1997(3) SCC 633 persons employed on contract basis claimed equal pay as regular workers on the footing that their posts were interchangeable. It was held that these persons had no right to the regular posts until they are duly selected and appointed. It was held that they were not entitled to the same pay as regular employees by claiming that they are discharging same duties. It was held that the very object of selection is to test eligibility and then to make appointment in accordance with rules. It was held that the respondents had not been recruited in accordance with the rules prescribed for recruitment.

21. In the case of *Union of India and others vs. K.V. Baby and another*, 1998 SCC 252, the question was whether commission bearers/vendors are entitled to the same salary as regular employees. It was held that their appointment and mode of selection, their qualifications cannot be compared with regular employees. It was held that by their very nature of employment they cannot be equated with regular employees. It was held that recruitment rules and service conditions do not apply to such persons. It was held that their responsibilities cannot be equated with those of regular employees.

22. Thus it is clear that persons employed on contract cannot claim equal pay on basis of equal pay for equal work. Faced with this situation it was submitted that all these persons were in fact claiming that their respective appointments were regular appointments by the regular process of appointment but that instead of giving regular appointment they were appointed on contract with the intention of not paying them regular salary. It was admitted that the petitions may be badly drafted and such a contention not put forth specifically. The High Court has disposed of these petitions also on the footing that the principle of equal pay for equal work applied. We therefore, set aside the impugned orders in these cases also and remit the matters back to the High Court for disposal. The High Court shall permit these petitioners to amend their petitions to make necessary averments and will also permit the respondents in these cases to file replies to the amended petitions.

23. With the above directions all these appeals stand disposed off. All the matters are remitted back to the High Court. There will be no order as to costs.

Ordered accordingly

Item 14.42 To consider grant of Extraordinary Leave (without pay) for one year w.e.f. 26.2.2009 to 25.2.2010 to Dr. (Mrs.) Ratna Dahiya Assistant Professor, Electrical Engineering Department.

Dr. (Mrs.) Ratna Dahiya, Assistant Professor, Electrical Engineering Department vide her letter dated 22.7.2008 enclosing therewith an offer of appointment for the post of Principal in Punjab College of Engineering & Technology at Lalru Mohali, Punjab (copy enclosed as Appendix- XXXVI pages 301 to 302) requested that she may be granted Extraordinary Leave (without pay) for one year w.e.f. 1.8.2008 to 31.7.2009. Her case for according approval in anticipation of the approval of the Board was sent to the MHRD, New Delhi vide letter No. Estt.-I/PF/8361 dated 14.8.2008 (copy enclosed as Appendix - XXXVII pages 303 to 304). The MHRD vide letter F.No. 10-36/2008-TS-III dated 17.10.2008 stated that the matter purely pertains to administrative jurisdiction of the Institute and the appropriate decision in this regard may be taken as per extant rules of the Institute. In response to the above letter, the MHRD was intimated vide this office letter No. Estt.-I/PF/10658 dated 21.11.2008 that the grant of Extraordinary Leave to the faculty members is within the purview of the Board of Governors of the Institute (copy enclosed as Appendix – XXXVIII page 305).

Dr. (Mrs.) Ratna Dahiya vide her letter dated 7.1.2009 (copy enclosed as Appendix- XXXIX page 306) stated that she may be able to join within one month. So kindly grant her EOL from 26.2.2009 because she has to discuss the matter with the concern Institute.

The matter with regard to grant of Extraordinary Leave (EOL)/deputation for the teaching Staff was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008 and the Board decided as under :-

“The Board decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future”.

The faculty position of Electrical Engineering Department is as under :-

In Position	= 24
15% of available faculty	= 3
Already on EOL	= 1

In view of position explained above Dr.(Mrs.) Ratna Dahiya is eligible for the grant of Extraordinary Leave (without pay).

Dr. (Mrs.) Ratna Dahiya has been in the employment of the Institute since 24.1.1983. She has about 25½ years service at his credit. In her service career she had availed Extraordinary Leave (without pay) as under :-

1.	12.12.1983 to 13.1.1984	= 33 days
2.	7.2.1984 to 6.3.1984	= 29 days
3.	16.8.1985 to 30.8.1985	= 15 days
4.	22.8.1988 to 2.12.1989	= 184 days
5.	28.9.1989 to 28.11.1989	= <u>62 days</u>
	Total	= 323 days

It is also mentioned here that Dr.(Mrs.) Ratna Dahiya has filed a CWP 8359/2008 in the Punjab & Haryana, High Court, Chandigarh against the Institute regarding promotion to the post of Professor under CAS which was held in December, 2007. Now the next date of her case is fixed for 23.2.2009.

The matter is placed before the Board for consideration and decision regarding grant of Extraordinary Leave (without pay) of one year w.e.f. 26.2.2009 to 25.2.2010 to Dr. (Mrs.) Ratna Dahiya on the terms and conditions of the Institute.

APPENDIX-XXXVI

(287)

No. EED/0 e/459

Dated
22nd, July 08

To
Director
National Institute of Technology
Kurukshetra

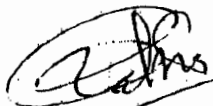
Sub: Extra ordinary leave

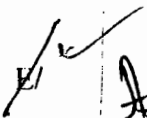
Sir,

I am selected for the post of Principal in Punjab college of Engg. and Technology at Lalru Mohali, Punjab. Kindly allow me to take Extra ordinary Leave for one year from 1st August 08 and join the above said Institute. I am enclosing the photocopy of the appointment letter for your kind consideration.

Thanking you

Yours Faithfully


Ratna Dahiya
APEE, NITK

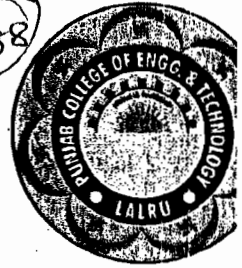

22/07/08

unjab College of Engineering & Technology

LALRU MANDI (Vill. Malakpur), Distt. S.A.S. Nagar (Mohali), Punjab-140501

Phones : 01762-249637, 249678, 313100 • Fax : 01762-249679

Visit us at : www.pcet.org • E-mail : contact@pcet.org



Ref. No./PCET/ 3020

Date: 18-07-2008

Dr. (Mrs.) Ratna Dahiya
Electrical Engg. Department
NIT, Kurukshetra

Subject: Appointment for the post of Principal

Dear Madam,

We are pleased to appoint you as Principal, Punjab College of Engineering and Technology, Lalru Mandi on a basic salary of Rs. 19400/- in the pay scale of 18400-500-22400 plus permissible allowances as per rules.

You will be governed by the rules and regulations of the college as amended from time to time.

In case the appointment is acceptable to you, you may, please join as early as possible within 3 weeks.

With best regards,

Yours Sincerely,

(P.K. Dhawan)

Chairman

APPENDIX-XXXVII

By SPEED Post

(291)

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

No. Estt.-I/PF/ 8361

Dated : 14/08/2008

Sh. Madan Mohan,
Director (NITs)
Govt. of India,
Ministry of Human Resource Development,
Department of Higher Education,
Shastri Bhawan, New Delhi

**Subject : Grant of Extraordinary Leave (without pay) for one
year w.e.f. 1.8.2008 to 31.7.2009 to Dr. (Mrs.) Ratna Dahiya
Assistant Professor, Electrical Engineering Department.**

Dr. (Mrs.) Ratna Dahiya, Assistant Professor, Electrical Engineering Department vide her letter dated 22.7.2008 enclosing therewith an offer of appointment for the post of Principal in Punjab College of Engineering & Technology at Lalru Mohali, Punjab (copy enclosed) that she may be granted Extraordinary Leave (without pay) for one year w.e.f. 1.8.2008 to 31.7.2009. The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008 and the Board decided as under :-

"The Board decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future".

The faculty position of Electrical Engineering Department is as under :-

In Position	= 24
15% of available faculty	= 3
Already on EOL	= 2

In view of position explained above Dr. (Mrs.) Ratna Dahiya is eligible for the grant of Extraordinary Leave (without pay).

Dr. (Mrs.) Ratna Dahiya has been in the employment of the Institute since 24.1.1983. She has about 25½ years service at his credit. In her service career she had availed Extraordinary Leave (without pay) as under :-

1.	12.12.1983 to 13.1.1984	= 33 days
2.	7.2.1984 to 6.3.1984	= 29 days
3.	16.8.1985 to 30.8.1985	= 15 days
4.	22.8.1988 to 2.12.1989	= 184 days
5.	28.9.1989 to 28.11.1989	= 62 days
	Total	= 323 days

(292)

It is also mentioned here that Dr.(Mrs.) Ratna Dahiya has filed a CWP 8359/2008 in the Punjab & Haryana, High Court, Chandigarh against the Institute regarding promotion to the post of Professor under CAS which was held in December, 2007. Now the next date of her case is fixed for 19.8.2008.

24.2.08

Generally the Institute gets the EOL sanctioned in such cases from the Chairman, BOG of the Institute and then action taken by the Chairman, BOG is got ratified from the BOG in subsequent meeting. Er. C.B. Mathur has resigned from the Chairmanship of BOG, NIT, Kurukshetra some days back. So you are requested to accord approval for the grant of Extraordinary Leave (without pay) of one year from the date of sanction of Extraordinary Leave (without pay) to Dr. (Mrs.) Ratna Dahiya on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Chairman, Electrical Engineering Department.
2. No further extension in EOL will be granted under any circumstances.
3. In case she wishes to resign from the services of the Institute during her Extraordinary Leave, she has to give three months' notice.
4. She will hand over the complete charge to the Chairman of the Department before she is relieved for proceeding on EOL.
5. She will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. She will have to vacate the Institute accommodation as well as office as per rules of the Institute.
7. She will be relieved of her duties before grant of Extraordinary Leave by the Chairman of the Department.

The above proposal may kindly be approved in anticipation of the approval of the Board. The matter will be reported to the Board in its next meeting.

Submitted for approval, please.

Encl. : As above

DIRECTOR

9/10/08
13/8

APPENDIX-XXXVIII

Speed Post (30)

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

No. Estt.-I/PF/ 10658

Dated : 21/11/08

Sh. Madan Mohan,
Director (NITs)
Govt. of India,
Ministry of Human Resource Development,
Department of Higher Education,
Shastri Bhawan, New Delhi

Subject : Grant of Extraordinary Leave (without pay) for one year to Dr. (Mrs.) Ratna Dahiya Assistant Professor, Electrical Engineering Department.

Sir,

CP/299
This is with reference to your letter No. F.10-36/2008-TS-III dated 17.10.2008 on the subject cited above.

It is intimated that the grant of Extraordinary Leave to the faculty members is within the purview of the Board of Governors of the Institute. But the BOG is not likely to meet in near future. Generally the Institute gets the EOL sanctioned in such cases from the Chairman, BOG of the Institute and then action taken by the Chairman, BOG is got ratified from the BOG in subsequent meeting. Er. C.B. Mathur, Chairman of the Institute has expired on 29.9.2008. At present no person has been appointed as Chairman, BOG of the Institute.

CP-299
You are, therefore, requested to grant Extraordinary Leave (without pay) for one year from the date of sanction to Dr. (Mrs.) Ratna Dahiya, Assistant Professor in Electrical Engineering Department of this Institute as earlier requested in our letter No. Estt.-I/PF/8361 dated 14.8.2008.

Yours faithfully

CRS/21.11.08
Deputy Registrar (GA&L)
for Director
21/11/08

APPENDIX-XXXIX

To
Director
National Institute of Technology
Kurukshetra

NIT KURUKSHETRA									
Date: 20.2.09					Date: 7.1.09				
R		C		C		C		C	
E		E		E		E		E	
Ma		Ma		Ma		Ma		Ma	
EDC		EDC		EDC		EDC		EDC	
GA		GA		GA		GA		GA	
MBA		MBA		MBA		MBA		MBA	
A	SO	EO	DS	PS	PIC	MBA			

No EED/21

Dated
7th Jan, 09

Sub: Extra ordinary leave

Sir,

With reference to my letter dated 22nd July 08 No. EED/08/459 I applied for EOL for one year from 1st Aug.,08 .Kindly let me know the status of my application .

Thanking you

Yours Faithfully

Ratna Dahiya
Ratna Dahiya
APEE, NITK

07/01

R.I.O.

Your case for the grant of EOL as cited above was sent to the MHRD for approval. But no reply has been received. The meeting of the BOG is to be held on 30.1.09. Your case will be placed in the BOG meeting if you give the revise date for the grant of EOL for the said purpose.
The reply should be received today positively.

Dr. (Mrs.) Ratna Dahiya, APEE
Through Chairman

DR (G.A.)
7/1/09 2/11/09

I may be able to join with in 2 months. so kindly grant me EOL from 26/12/08 to 26/2/09. (because I have to discuss the matter with the concern institution). *Ratna*

DR (G.A.)
7/1/09

DR (G.A.)

Item 14.43: To approve Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2007-08.

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

A Copy of Annual Report alongwith Audited Statements of Accounts and Audit Report of the Institute for the year 2007-08 is enclosed as Annexure to item 14.43.

The Annual Accounts of the Institute for the year 2007-08 were earlier approved by the Finance Committee in its 11th meeting held on 30.06.2007 and inspected/examined by an Audit Party from the Office of the Accountant General (Audit), Haryana during the period 06.08.2007 to 17.08.2007. The Audit report on the annual accounts has since been issued by the Accountant General (Audit) Haryana on 23.10.2007.

The Board may consider and approve the Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2007-08.

Tabled Item 14.44: To consider the recommendations of the Committee constituted to work out the Faculty and Non-Faculty Posts in view of the revised norms suggested by the IF Division, Ministry of Human Resource Development, New Delhi.

The Director (Finance), Government of India, Ministry of Human Resource Development, Department of Higher Education (Integrated Finance Division), New Delhi vide letter No. 23-3/2008-IFD, dated 08th May, 2008 has issued the following norms for creation of faculty posts: -

- a) --
- b) --
- c) Faculty/Student ratio of 1:12 for NITs, ISM, IITs and other centrally funded technical institutions with inter-se faculty ratio of 1:2:4.

In respect of Non-Faculty posts, the norms specify a Faculty/Non-Faculty ratio of 1:1.1 for all Institutions.

Vide the above referred letter, it was also required that the proposal for the sanction of faculty as well as non-faculty posts invariably should contain the approval of the Finance Committee/Governing Body.

Keeping in view the above norms with regard to faculty/student ratio as well as faculty/non-faculty ratio, a Committee was constituted at the Institute level to work out the revised faculty as well as non-faculty positions as suggested by the Government of India vide the above referred letter, dated 08.05.2008.

Further, the Director (NITs), Government of India vide letter No. F-23-17/2008-TS.III, dated 30th September, 2008 and letter No. F-8-15/2008-TS.III, dated 17th November, 2008 requested to furnish proposed seat matrix for all the Programmes and required staff position for the years 2008-09 to 2014-15 separately for sanction of faculty as well non-faculty posts keeping in view of the checklist circulated by the IFD Department of the Ministry vide above referred letter, dated 08.05.2008. As the information required by the Ministry was related to the above issue, the Committee was also requested to prepare the recommendations of the Committee keeping in view the format suggested by the MHRD vide letters, dated 30.09.2008 and 17.11.2008.

The Committee, constituted for the purpose submitted its recommendations on the above issues on 15.12.2008. Keeping in view the recommendations of the Committee, a proposal for the sanction of faculty as well as non-faculty staff for this Institute was submitted to the Director (NITs), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. Gen.-I/Staff/11238, dated 23.12.2008. This proposal was submitted to the Ministry directly without the approval by the Board/FC as the meetings of these Committees were not likely to be held in near future due to the demise of our earlier Chairman, BOG, Er. C.B. Mathur and the Ministry was pressing hard to send the proposal as early as possible.

Now, the matter is placed before the Board for the approval of the recommendations of the Committee as well as the action taken by the Institute for submitting the proposal to the Ministry for the sanction of faculty as well non-faculty staff of the Institute. A copy of the recommendations of the Committee is placed as Appendix-XXXX from page 309 to 339.

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

APPENDIX-XXXX

No. Committee/

Dated:

Subject: Sanction of Faculty members and Non-Faculty Officers posts in NITs furnishing of requisite information – regarding

The Government of India, Ministry of Human Resource and Development, Department of Higher Education (Integrated Finance Division) vide letter No. 23-03/08/IFD dated 08.05.2008 has revised the norms relating to creation of Faculty Posts which is as under:

- (a) ---
- (b) ---
- (c) Faculty / Student Ratio of 1:12 for NITs, ISM, IITs and other centrally funded technical Institutes with inter-se faculty ratio of 1:2:4.

Now the Government of India vide letter No. F-8-15/2008-TS.III dated 19.11.2008 has requested to submit the proposal for sanction of Faculty as well as Non-Faculty keeping in view the instructions issued vide letter dated 08.05.2008 as referred above, for consideration of the MHRD.

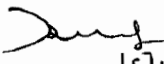
The Hon'ble Director constituted the following Committee vide letter No. Gen-I/8052 dated 05.08.2008 to workout the revised faculty positions as per the revised norms suggested by the Government of India vide letter No. 23-3/08/IFD dated 08.05.2008: -

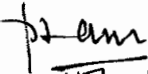
- | | |
|---|----------|
| 1. Dr. R.K. Bansal,
Dean (Academic) | Chairman |
| 2. Dr. S.P. Jain,
Dean (P&D) | Member |
| 3. Dr. S.K. Sharma
Dean (E,C & E/M) | Member |
| 4. Sh. G.R. Samantaray
Deputy Registrar (GA & Legal) | Member |


In view of the above, the Committee met to consider and workout the revised Faculty position as well as non-Faculty posts in view of the norms suggested by the Government of India, MHRD vide their letter dated 08.05.2008. The Committee recommends following for consideration and approval by the Hon'ble Director as well as Board and Finance Committee:-

1. Total student strength required for the year 2008-14 for the programmes (B.Tech, M.Tech, MBA, MCA) being run by the Institute, has been prepared which is enclosed as Annexure A.
2. The Faculty required for the smooth running of the classes of the above programmes for the year 2008-14 is enclosed as Annexure B. Total non-Faculty staff required as per the revised norms are also enclosed as Annexure B.

3. In view of the revised instructions suggested by the MHRD vide their letter dated 08.05.2008, the vacant non-Faculty position cannot be continued in existence as these are surplus in view of the revised norms calculated for the non-Faculty staff. Hence, the Institute will not be able to fill the SC / ST vacant post as these will disturb Faculty – non-Faculty ratio required under the revised norms.
4. 18 posts which are required to be created for the year 2009-10 to maintain the current status of the Institute have also been prepared which are enclosed as Annexure-C.
5. Already sanctioned 36 non-Faculty posts which are necessary for the smooth functioning of the Institute for the year 2009-10 may also be allowed to fill under the direct as well as promotion quota as per the Annexure-D.



15/12/08
(R.K. Bansal)


15/12/08
(S.P. Jain)


15.12.2008
(S.K. Sharma)


15.12.08
(G.R. Samantaray)

DIRECTOR


RK
DR (GAD) 15/12/08
15/12/08

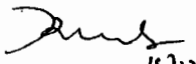
**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

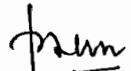
Total Strength


Programme	Current Strength	08-09	09-10	10-11	11-12	12-13	13-14	14-15
4-Years B.Tech.	540x3+327=1947	2012	2405	2700	2995	3225	3340	3340
2-Years M.Tech.	252x2= 504	534	618	726	780	780	780	780
2-Years MBA	60x2= 120	127	147	173	186	186	186	186
3-Years MCA	60x2= 120	127	207	240	266	279	279	279
TOTAL	2671	2800	3377	3839	4227	4470	4585	4585
OBC Reservation		12%	33%	54%	--	--	--	--

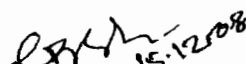
Annual Intake

Programme	Current Strength	08-09	09-10	10-11	11-12	12-13	13-14	14-15
4-Years B.Tech.	540	605	720	835	835	835	835	835
2-Years M.Tech.	252	282	336	390	390	390	390	390
2-Years MBA	60	67	80	93	93	93	93	93
3-Years MCA	60	67	80	93	93	93	93	93
TOTAL	912	1021	1216	1411	1411	1411	1411	1411
OBC Reservation		12%	33%	54%	--	--	--	--


(R.K. Bansal)


(S.P. Jain)


(S.K. Sharma)

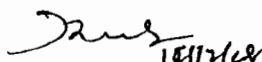

(G.R. Samanataray)

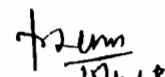
**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

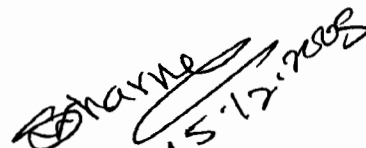
Staff Position (for the years 2008-09 to 2014-15 separately)

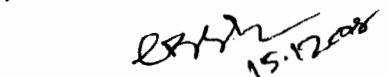
Programme	Student Strength	Faculty (Faculty:Student::1:12)				Non-Faculty (Faculty: Non-Faculty::1:1.1)				
		Prof.	Asstt. Prof.	Lecturer	Total	Officer (10%)	Technical (40%)	Ministerial (35%)	Supporting (15%)	Total 100%
2008-09										
B.Tech.	2012	24	48	97	169	19	74	65	28	186
M.Tech.	534	06	12	26	44	05	19	17	07	48
MBA	127	01	03	07	11	01	05	04	02	12
MCA	127	01	03	07	11	01	05	04	02	12
Total	2800	32	66	137	235	26	103	90	39	258
2009-10										
B.Tech.	2405	29	58	113	200	22	88	77	33	220
M.Tech.	618	07	15	30	52	06	23	20	09	57
MBA	147	01	03	08	12	01	05	05	02	13
MCA	207	02	05	10	17	02	07	06	02	19
Total	3377	39	81	161	281	31	124	108	46	309
2010-11										
B.Tech.	2700	32	63	130	225	25	99	87	37	248
M.Tech.	726	09	17	35	61	07	27	23	10	67
MBA	173	02	04	08	14	02	06	05	02	15
MCA	240	02	06	12	20	02	09	08	03	22
Total	3839	45	90	185	320	36	141	123	52	352
2011-12										
B.Tech.	2995	34	72	144	250	28	110	96	41	275
M.Tech.	780	09	18	37	64	07	28	25	10	70
MBA	186	02	05	09	16	02	07	06	03	18
MCA	266	03	06	13	22	02	10	08	04	24
Total	4227	48	101	203	352	39	155	135	58	387
2012-13										
B.Tech.	3225	41	77	151	269	30	118	104	44	296
M.Tech.	780	09	18	37	64	07	28	25	10	70
MBA	186	02	05	09	16	02	07	06	03	18
MCA	279	03	07	13	23	03	10	08	04	25
Total	4470	55	107	210	372	42	163	143	61	409
2013-14										
B.Tech.	3340	43	79	156	278	31	122	107	46	306
M.Tech.	780	09	18	37	64	07	28	25	10	70

MBA	186	02	05	09	16	31	02	07	06	03	18
MCA	279	03	07	13	23	03	10	08	04	25	
Total	4585	57	109	215	381	43	167	146	63	419	
2014-15											
B.Tech.	3340	43	79	156	278	31	122	107	46	306	
M.Tech.	780	09	18	37	64	07	28	25	10	70	
MBA	186	02	05	09	16	02	07	06	03	18	
MCA	279	03	07	13	23	03	10	08	04	25	
Total	4585	57	109	215	381	43	167	146	63	419	


(R.K. Bansal)


(S.P. Jain)


(S.K. Sharma)


(G.R. Samanataray)

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of UG Students and required faculty for the year 2008

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (12% OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering UG	2008 2007 2006 2005	101 90 90 65	346	1:12	29	4:8:17
2.	Computer Engineering UG	2008 2007 2006 2005	67 60 60 33	220	1:12	18	3:5:10
3.	Electrical Engineering UG	2008 2007 2006 2005	101 90 90 75	356	1:12	30	4:8:18
4.	Electronics & Comm. Engineering UG	2008 2007 2006 2005	101 90 90 66	347	1:12	29	4:8:17
5.	Information Technology UG	2008 2007 2006	67 60 60	187	1:12	16	2:5:9
6.	Industrial Engineering Management UG	2008 2007 2006	67 60 60	187	1:12	16	2:5:9
7.	Mechanical Engineering UG	2008 2007 2006 2005	101 90 90 88	369	1:12	31	5:9:17
	Total:	UG	2012	2012	1:12	169	24:48:97

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of UG Students and required faculty for the year 2009

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (33% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering UG	2009 2008 2007 2006	120 101 90 90	401	1:12	33	5:10:18
2.	Computer Engineering UG	2009 2008 2007 2006	80 67 60 60	267	1:12	22	3:6:13
3.	Electrical Engineering UG	2009 2008 2007 2006	120 101 90 90	401	1:12	33	5:10:18
4.	Electronics & Comm. Engineering UG	2009 2008 2007 2006	120 101 90 90	401	1:12	34	5:10:19
5.	Information Technology UG	2009 2008 2007 2006	80 67 60 60	267	1:12	22	3:6:13
6.	Industrial Engineering Management UG	2009 2008 2007 2006	80 67 60 60	267	1:12	22	3:6:13
7.	Mechanical Engineering UG	2009 2008 2007 2006	120 101 90 90	401	1:12	34	5:10:19
	Total:	UG	2405	2405	1:12	200	29:58:113

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of UG Students and required faculty for the year 2010

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (54% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering UG	2010 2009 2008 2007	139 120 101 90	450	1:12	38	5:11:22
2.	Computer Engineering UG	2010 2009 2008 2007	93 80 67 60	300	1:12	25	4:7:14
3.	Electrical Engineering UG	2010 2009 2008 2007	139 120 101 90	450	1:12	38	5:11:22
4.	Electronics & Comm. Engineering UG	2010 2009 2008 2007	139 120 101 90	450	1:12	37	5:10:22
5.	Information Technology UG	2010 2009 2008 2007	93 80 67 60	300	1:12	25	4:7:14
6.	Industrial Engineering Management UG	2010 2009 2008 2007	93 80 67 60	300	1:12	25	4:7:14
7.	Mechanical Engineering UG	2010 2009 2008 2007	139 120 101 90	450	1:12	37	5:10:22
	Total:	UG	2700	2700	1:12	225	32:63:130

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of UG Students and required faculty for the year 2011

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (54% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering UG	2011 2010 2009 2008	139 139 120 101	499	1:12	41	5:12:24
2.	Computer Engineering UG	2011 2010 2009 2008	93 93 80 67	333	1:12	28	4:8:16
3.	Electrical Engineering UG	2011 2010 2009 2008	139 139 120 101	499	1:12	41	5:12:24
4.	Electronics & Comm. Engineering UG	2011 2010 2009 2008	139 139 120 101	499	1:12	42	6:12:24
5.	Information Technology UG	2011 2010 2009 2008	93 93 80 67	333	1:12	28	4:8:16
6.	Industrial Engineering Management UG	2011 2010 2009 2008	93 93 80 67	333	1:12	28	4:8:16
7.	Mechanical Engineering UG	2011 2010 2009 2008	139 139 120 101	499	1:12	42	6:12:24
	Total:	UG	2995	2995	1:12	250	34:72:144

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of UG Students and required faculty for the year 2012

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (54% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering UG	2012 2011 2010 2009	139 139 139 120	537	1:12	45	7:13:25
2.	Computer Engineering UG	2012 2011 2010 2009	93 93 93 80	359	1:12	29	4:8:17
3.	Electrical Engineering UG	2012 2011 2010 2009	139 139 139 120	537	1:12	45	7:13:25
4.	Electronics & Comm. Engineering UG	2012 2011 2010 2009	139 139 139 120	537	1:12	45	7:13:25
5.	Information Technology UG	2012 2011 2010 2009	93 93 93 80	359	1:12	30	4:9:17
6.	Industrial Engineering Management UG	2012 2011 2010 2009	93 93 93 80	359	1:12	30	5:8:17
7.	Mechanical Engineering UG	2012 2011 2010 2009	139 139 139 120	537	1:12	45	7:13:25
	Total:	UG	3225	3225	1:12	269	41:77:151

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of UG Students and required faculty for the year 2013

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (54% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering UG	2013 2012 2011 2010	139 139 139 139	556	1:12	46	7:13:26
2.	Computer Engineering UG	2013 2012 2011 2010	93 93 93 93	372	1:12	32	5:9:18
3.	Electrical Engineering UG	2013 2012 2011 2010	139 139 139 139	556	1:12	46	7:13:26
4.	Electronics & Comm. Engineering UG	2013 2012 2011 2010	139 139 139 139	556	1:12	46	7:13:26
5.	Information Technology UG	2013 2012 2011 2010	93 93 93 93	372	1:12	31	5:9:17
6.	Industrial Engineering Management UG	2013 2012 2011 2010	93 93 93 93	372	1:12	31	5:9:17
7.	Mechanical Engineering UG	2013 2012 2011 2010	139 139 139 139	556	1:12	46	7:13:26
	Total:	UG	3340	3340	1:12	278	43:79:156

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of UG Students and required faculty for the year 2014

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (54% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering UG	2014 2013 2012 2011	139 139 139 139	556	1:12	46	7:13:26
2.	Computer Engineering UG	2014 2013 2012 2011	93 93 93 93	372	1:12	32	5:9:18
3.	Electrical Engineering UG	2014 2013 2012 2011	139 139 139 139	556	1:12	46	7:13:26
4.	Electronics & Comm. Engineering UG	2014 2013 2012 2011	139 139 139 139	556	1:12	46	7:13:26
5.	Information Technology UG	2014 2013 2012 2011	93 93 93 93	372	1:12	31	5:9:17
6.	Industrial Engineering Management UG	2014 2013 2012 2011	93 93 93 93	372	1:12	31	5:9:17
7.	Mechanical Engineering UG	2014 2013 2012 2011	139 139 139 139	556	1:12	46	7:13:26
	Total:	UG	3340	3340	1:12	278	43:79:156

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of PG Students and required faculty for the year 2008

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (12% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering PG	2008 2007	91 81	172	1:12	14	2:4:8
2.	Electrical Engineering PG	2008 2007	54 48	102	1:12	09	1:3:5
3.	Electronics & Comm. Engineering PG	2008 2007	40 36	76	1:12	06	1:1:4
4.	Mechanical Engineering PG	2008 2007	57 51	108	1:12	09	1:3:5
5.	Physics PG	2008 2007	40 36	76	1:12	06	1:1:4
	Total:	PG	534	534	1:12	44	6:12:26

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of PG Students and required faculty for the year 2009

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (33% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering PG	2009 2008	108 91	199	1:12	17	3:5:9
2.	Electrical Engineering PG	2009 2008	64 54	118	1:12	10	1:3:6
3.	Electronics & Comm. Engineering PG	2009 2008	48 40	88	1:12	07	1:2:4
4.	Mechanical Engineering PG	2009 2008	68 57	125	1:12	11	1:3:7
5.	Physics PG	2009 2008	48 40	88	1:12	07	1:2:4
	Total:	PG	618	618	1:12	52	7:15:30

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of PG Students and required faculty for the year 2010

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (54% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering PG	2010 2009	125 108	233	1:12	19	3:5:11
2.	Electrical Engineering PG	2010 2009	74 64	138	1:12	12	2:3:7
3.	Electronics & Comm. Engineering PG	2010 2009	56 48	104	1:12	09	1:3:5
4.	Mechanical Engineering PG	2010 2009	79 68	147	1:12	12	2:3:7
5.	Physics PG	2010 2009	56 48	104	1:12	09	1:3:5
	Total:	PG	726	726	1:12	61	9:17:35

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of PG Students and required faculty for the year 2011

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (54% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering PG	2011 2010	125 125	250	1:12	21	3:6:12
2.	Electrical Engineering PG	2011 2010	74 74	148	1:12	12	2:3:7
3.	Electronics & Comm. Engineering PG	2011 2010	56 56	112	1:12	09	1:3:5
4.	Mechanical Engineering PG	2011 2010	79 79	158	1:12	13	2:3:8
5.	Physics PG	2011 2010	56 56	112	1:12	09	1:3:5
	Total:	PG	780	780	1:12	64	9:18:37

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of PG Students and required faculty for the year 2012

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (54% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering PG	2012 2011	125 125	250	1:12	21	3:6:12
2.	Electrical Engineering PG	2012 2011	74 74	148	1:12	12	2:3:7
3.	Electronics & Comm. Engineering PG	2012 2011	56 56	112	1:12	09	1:3:5
4.	Mechanical Engineering PG	2012 2011	79 79	158	1:12	13	2:3:8
5.	Physics PG	2012 2011	56 56	112	1:12	09	1:3:5
	Total:	PG	780	780	1:12	64	9:18:37

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of PG Students and required faculty for the year 2013

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (54% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering PG	2013 2012	125 125	250	1:12	21	3:6:12
2.	Electrical Engineering PG	2013 2012	74 74	148	1:12	12	2:3:7
3.	Electronics & Comm. Engineering PG	2013 2012	56 56	112	1:12	09	1:3:5
4.	Mechanical Engineering PG	2013 2012	79 79	158	1:12	13	2:3:8
5.	Physics PG	2013 2012	56 56	112	1:12	09	1:3:5
	Total:	PG	780	780	1:12	64	9:18:37

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of PG Students and required faculty for the year 2014

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (Sanctioned) (54% increase for OBC)	Total Students	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Civil Engineering PG	2014 2013	125 125	250	1:12	21	3:6:12
2.	Electrical Engineering PG	2014 2013	74 74	148	1:12	12	2:3:7
3.	Electronics & Comm. Engineering PG	2014 2013	56 56	112	1:12	09	1:3:5
4.	Mechanical Engineering PG	2014 2013	79 79	158	1:12	13	2:3:8
5.	Physics PG	2014 2013	56 56	112	1:12	09	1:3:5
	Total:	PG	780	780	1:12	64	9:18:37

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of MBA and MCA Students and required faculty for the year 2008

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (12% OBC)	Total Students	Teacher Students Ratio Total Teachers as per ratio		P:AP:Lect. 1:2:4
1.	Master of Business Administration	2008 2007	67 60	127	1:12	11	1:3:7
2.	Master of Computer Applications	2008 2007	67 60	127	1:12	11	1:3:7
	Total:		254	254	1:12	22	2:6:14

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of MBA and MCA Students and required faculty for the year 2009

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (33% increase for OBC)	Total Student	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Master of Business Administration	2009 2008	80 67	147	1:12	12	1:3:8
2.	Master of Computer Applications	2009 2008 2007	80 67 60	207	1:12	17	2:5:10
	Total		354	354		29	3:8:18

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of MBA and MCA Students and required faculty for the year 2010

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (54% Increase for OBC)	Total Student	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Master of Business Administration	2010 2009	93 80	173	1:12	14	2:4:8
2.	Master of Computer Applications	2010 2009 2008	93 80 67	240	1:12	20	2:6:12
	Total		413	413		34	4:10:20

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of MBA and MCA Students and required faculty for the year 2011

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (54% increase for OBC)	Total Student	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Master of Business Administration	2011 2010	93 93	186	1:12	16	2:5:9
2.	Master of Computer Applications	2011 2010 2009	93 93 80	266	1:12	22	3:6:13
	Total		452	452		38	5:11:22

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of MBA and MCA Students and required faculty for the year 2012

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (54% Increase for OBC)	Total Student	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Master of Business Administration	2012 2011	93 93	186	1:12	16	2:5:9
2.	Master of Computer Applications	2012 2011 2010	93 93 93	279	1:12	23	3:7:13
	Total		465	465		39	5:12:22

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of MBA and MCA Students and required faculty for the year 2013

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (54% increase for OBC)	Total Student	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Master of Business Administration	2013 2012	93 93	186	1:12	16	2:5:9
2.	Master of Computer Applications	2013 2012 2011	93 93 93	279	1:12	23	3:7:13
	Total		465	465		39	5:12:22

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Calculation sheet of Total Strength of MBA and MCA Students and required faculty for the year 2014

Sr. No.	Name of the Deptt.	Year/ Session	Intake of the Students (54% Increase for OBC)	Total Student	Teacher Students Ratio	Total Teachers as per ratio	P:AP:Lect. 1:2:4
1.	Master of Business Administration	2014 2013	93 93	186	1:12	16	2:5:9
2.	Master of Computer Applications	2014 2013 2012	93 93 93	279	1:12	23	3:7:13
	Total		465	465		39	5:12:22

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LIST OF POSTS TO BE CREATED FOR THE YEAR 2009-10

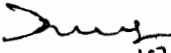
Sr. No.	Name of the Post & Pay Scale	Mode of Recruitment	No. of Post	Qualification	Functional Justification
Officers					
1.	Assistant Registrar (Examination) 6500-10500	Direct	01	i) Second Class graduate or post graduate. ii) 6 years experience as Superintendent/ Deputy Supdt. of dealing with the Academic, Admission and Examination processes in a Educational Institution/ Indian Instt. of Tech./ Technological University.	As the Institute has become independent for the conduct of examination, this post is required for the smooth functioning of the Examination Cell.
2.	Assistant Registrar (General) 6500-10500	Direct	01	i) Second Class graduate or post graduate. ii) 6 years experience as Superintendent/ Deputy Supdt. of dealing with the General Administrative Affairs, Security etc. in a Educational Institution/ Indian Instt. of Tech./ Technological University.	To control over the general activity such as recruitment, Guest House, Security & Cleanliness, vehicles etc.
3.	Section Officer (Legal) 6500-10500	Direct	01	Law Graduate (LLB) with knowledge of Hindi upto matric standard. AND Five years Experience as	This Post is required to deal with the following issues: - a) RTI Applications/Appeals. b) All Court Cases. c) Day today files requiring

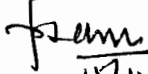
				Advocate or some 336- experience on Administrative jobs (Total Five Years Experience) or Five Years Experience on some Administrative Jobs in dealing with Legal Matters.	Legal/Administrative Opinions. d) Legal Advice as and when required by the Director/ Registrar. e) Legal Advice in making policies for Academic/ Administration.
4.	System Analyst 8000-13500	Direct	01	(i) B.Tech (CSE) (ii) B.Tech (Non- CSE) Experience in computing. (iii) M.Sc. (Physical Science) with two years experience in Computing. (iv) M.Sc, (Physical Science) DCA with one year experience in computing. (v) MCA.	There are 2 posts of System Analyst in the Institute-one in Computer Engg. Deptt. and other in ECE Deptt. The third post is required for the Network Administration as well as for the In- Charge of computer Centres and expensive research equipments. Hence, this post is required for Central Computer & Networking Centre of the Institute.
5.	Programmer 8000-13500	Direct	08	(i) B.Tech (CSE) (ii) B.Tech (Non- CSE) Experience in computing. (iii) M.Sc. (Physical Science) with two years experience in Computing. (iv) M.Sc, (Physical Science) DCA with one year experience in computing. (v) MCA.	These 07 Posts of Programmer are required for the Computer Labs of the Engineering Departments such as Civil, Electrical, IT and IEM, MBA, MCA, CCN and for the administration of the automation and network of Library.
6.	Assistant Executive Engineer (Civil) 8000-13500	Direct	01	Bachelor's Degree in Civil Engineering or equivalent preferably First Class plus three years' relevant	For the controlling of maintenance of Academic Buildings, Hostels, Staff Quarters and for new constructions of Civil. This Post is essentially

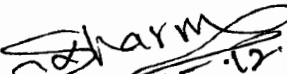
			- 337 -	experience OR Diploma in Civil Engineering with 10 years' relevant experience out of which atleast 3 years should be in the immediate next lower pay scale (Rs. 6500-10500). The experience in both the cases should be in the field of Construction of Institutional Buildings, maintenance, designing and planning of civil works.	required for the smooth functioning of Civil Services.
7.	Assistant Executive Engineer (Electrical) 8000-13500	Direct	01	Bachelor's Degree in Electrical Engg. or equivalent preferably First Class plus three years' relevant experience OR Diploma in Electrical Engg. with 10 years' relevant experience out of which atleast 3 years should be in the immediate next lower pay scale (Rs. 6500-10500). The experience in both the cases should be in the field of maintenance, designing and planning of electrical works.	For the controlling of maintenance of Academic Buildings, Hostels, Staff Quarters and for new construction work of Electrical. This Post is essentially required for the smooth functioning of Electrical engineering Services.
8.	Data Entry Operator (Library) 3050-4590	Direct	02	Graduate with working knowledge of Computers and should be able to work with software used in Library. Candidates will have to pass a typing test having typing speed @30 w.p.m in English and also a test of data-entry and word processing/ Computer Skills (including internet and E-mail). Knowledge of	To maintain data of receipt and distribution of the books on computers.


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			- 358	Hindi upto Matriculation Standard.	
9.	Record-Keeper R.3050-4590	Direct	01	Graduate with three years experience of maintenance of record in a Knowledge of Hindi of Matriculation Standard. in a Educational Institution/ Indian Instt. of Tech./ Technological University	This Post is required to maintain the record relating to Administration, Academic and Accounts in the record-room in view of the norms suggested vide Record Retention Schedule. This Post is very much necessary to maintain record in view of the provisions of the RTI Act.
Total			17		


(R.K. Bansal) 15/12/08


(S.P. Jain) 15/12/08


(S.K. Sharma) 15.12.2008


(G.R. Samantary) 15.12.08

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LIST OF ALREADY SANCTIONED POSTS TO BE FILLED FOR THE YEAR 2009-10

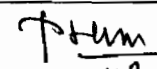
The Institute may be allowed to recruit the following 13 posts out of the total vacancies of already sanctioned posts on existing qualifications under Direct Recruitment: -

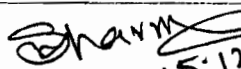
Sr. No.	Name of Post	Pay Scale	No. of Post
1.	Senior Medical Officer	10000-15200	01
2.	Deputy Registrar (Academic)	8000-13500	01
3.	Deputy Registrar (Accounts)	8000-13500	01
4.	Lady Medical Officer	8000-13500	01
5.	Assistant Registrar (Accounts)	6500-10500	01
6.	Supervisor (Phy.)	6500-10500	01
7.	Jr. Engineer (Civil)	5500-9000	01
8.	Security Officer	5000-8000	01
9.	Assistant	5000-8000	02
10.	Jr. Stenographer	4000-6000	01
11.	Driver ✓	4000-6000	02
12.	Guest House Helper	2550-3200	01
Total			14

Further, the Institute may be allowed to recruit the following 22 posts out of the total vacancies of already sanctioned posts on existing qualifications under Promotion: -

Sr. No.	Name of Post	Pay Scale	No. of Post
1.	Supervisor (Civil)	6500-10500	02
2.	Supervisor (Electrical)	6500-10500	01
3.	Supervisor (Mechanical) ✓	6500-10500	01
4.	Tech. Gr. A (WS)	5000-8000	01
5.	Tech. Gr. A (ECE)	5000-8000	01
6.	Tech. Gr. A (Computer)	5000-8000	01
7.	Sr. Library Assistant	5000-8000	01
8.	Assistants ✓	5000-8000	03
9.	Sr. Stenographer ✓	5000-8000	02
10.	Tech. Gr. B (Phy.)	4000-6000	01
11.	Clerk	3050-4590	01
12.	Library Attendant	3050-4590	01
13.	APD	3050-4590	02
14.	Lab. Attendant (Phy.)	3050-4590	01
15.	Lab. Attendant (Chemistry)	3050-4590	01
16.	Head Mali	2610-3540	01
17.	Jamadar Sweeper	2610-3540	01
Total			22


(R.K. Bansal) 15/12/08


(S.P. Jain) 15/12/08


(S.K. Sharma) 15.12.2008


(G.R. Samantaryay) 15.12.08

Item 14.45 To consider grant of Extraordinary Leave (without pay) w.e.f. 1.1.2009 to 30.4.2009 to Mrs Manjula Sharma, Assistant Professor (CAS), Humanities and Social Science Department.

Mrs Manjula Sharma, Assistant Professor(CAS), Humanities and Social Sciences Department vide her letter dated 14.11.2008 (copy enclosed as Appendix – XXXXI page 342) stated that her promotion as Assistant Professor was subject to the condition that she has to complete her Ph.D. before December, 2010. Since the research work requires a lot of field work, so she may be granted Extraordinary Leave (without pay) w.e.f. 1.1.2009 to 30.4.2009.

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008 and the Board decided as under :-

“The Board decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future”.

As present no other faculty member in Humanities & Social Sciences Department is on EOL/Deputation

In view of position explained above Mrs. Manjula Sharma is eligible for the grant of Extraordinary Leave (without pay).

Mrs. Manjula Sharma has been in the employment of the Institute since 19.3.1985 (AN). She has about 23½ years service. She has availed EOL of 5 months during her total service in the Institute.

As per rules, the grant of Extraordinary Leave to the faculty members is within the purview of the Board of Governors of the Institute. Generally the Institute gets the EOL sanctioned in such cases from the Chairman, BOG of the Institute and then action taken by the Chairman, BOG is got ratified from the BOG in subsequent meeting. Er. C.B. Mathur, Chairman of the Institute expired on 29.9.2008. Her case for getting approval in anticipation of the approval of the Board was sent to the MHRD, New Delhi vide letter No. Estt.-I/PF/11226 dated

19.12.2008 (copy enclosed as Appendix- XXXXII pages 343 to 344). But no reply has been received so far.

The matter is placed before the Board for consideration and decision for the grant of Extraordinary Leave (without pay) to Mrs. Manjula Sharma as per usual terms and conditions of the Institute.

No. Hum & SS/08/694
17/11/08

(24)

APPENDIX-XXXXI

Recommended with 1
request that a -substitute
may be allowed. (S)

(THROUGH PROPER CHANNEL)

On 17/11/08

The Director
NIT
Kurukshetra.

8430 17/11/08

Subject: Request for Extraordinary Leave

Sir,

As you are aware, my promotion to the post of an Assistant Professor in the Department of Humanities and Social Sciences was subject to the condition that I complete my Ph.D before December 2010.

Since the research requires a lot of field work, may I request you to kindly grant me Extraordinary Leave from Jan. 1, 2009 to April 30, 2009 so as to enable me to devote sufficient time to my research work and submit the thesis within the stipulated time.

Thank you very much,

Yours truly,

14.11.2008

Manjula Sharma

(Manjula Sharma)
Assistant Professor
Deptt. of Humanities & SS
NIT, Kurukshetra

Handwritten notes and signatures at the bottom of the page, including "14.11.08" and "8430".

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

No. Estt.-I/PF/ 11.2.26

Dated : 19/12/2008

Sh. Madan Mohan,
Director (NITs)
Govt. of India,
Ministry of Human Resource Development,
Department of Higher Education,
Shastri Bhawan, New Delhi

Subject : Grant of Extraordinary Leave (without pay).

Mrs. Manjula Sharma, Assistant Professor (CAS), Humanities & Social Sciences Department vide her request dated 14.11.2008(copy enclosed) has stated that she has to complete her Ph.D before December, 2010. The research requires a lot of field work, so she has requested to grant her Extraordinary Leave (without pay) from 1.1.2009 to 30.4.2009.

The matter with regard to grant of Extraordinary Leave (EOL)/Deputation for the teaching Staff was placed before the Board of Governors of the Institute in their 13th meeting held on 24.1.2008 and the Board decided as under :-

"The Board decided that maximum 15% of available faculty in each Department can proceed on EOL/Deputation for a maximum period of two years in future".

As present no other faculty member in Humanities & Social Sciences Department on EOL/Deputation

In view of position explained above Mrs. Manjula Sharma is eligible for the grant of Extraordinary Leave (without pay).

Mrs. Manjula Sharma has been in the employment of the Institute since 19.3.1985 (AN). She has about 23 1/2 years service. She has availed EOL 5 months during her total service of 23 years.

It is intimated that the grant of Extraordinary Leave to the faculty members is within the purview of the Board of Governors of the Institute. But the BOG is not likely to meet in near future. Generally the Institute gets the

EOL sanctioned in such cases from the Chairman, BOG of the Institute and then action taken by the Chairman, BOG is got ratified from the BOG in subsequent meeting. Er. C.B. Mathur, Chairman of the Institute has expired on 29.9.2008. At present no person has been appointed as Chairman, BOG of the Institute.

In view of above, you are requested to kindly accord approval for the grant of Extraordinary Leave (without pay) from 1.1.2009 to 30.4.2009 to Mrs. Manjula Sharma, Assistant Professor (CAS), Humanities & Social Sciences Department of the Institute in anticipation of the approval of the Board, on the following terms and conditions:-

1. Substitute will be provided on the recommendation of the Chairman, Hum. & Social Sciences Department.
2. No further extension in EOL will be granted under any circumstances.
3. In case she wishes to resign from the services of the Institute during her Extraordinary Leave, she has to give three months' notice.
4. She will hand over the complete charge to the Chairman of the Department before she is relieved for proceeding on EOL.
5. She will submit "No Dues Certificates" from all concerned before proceeding on EOL.
6. She will be relieved of her duties on 31.12.2008 (AN) by the Chairman of the Department.

~~The above proposal may kindly be approved in anticipation of the approval of the Board.~~ The matter will be reported to the Board in its next meeting.

Submitted for approval, please.

Encl. : As above

19/12/12
DIRECTOR
10/11/12
10/11/12

Item 14.46 To consider and approve staff for Own Construction Cell in the Institute.

The Board of Governors in its 12th meeting held on 25-04-2007 vide item No. 12.34 approved the action taken by the Chairman, Board of Governors in establishing Own Construction Cell in the Institute. The Board further decided that only minimum required staff to supervise the Construction Cell such as Xen/Consultant (Civil) & other supporting staff may be engaged & their salary may be charged against Non Plan Funds.

Considering the good progress of works executed by construction cell, many other works were also entrusted to the construction cell for the execution. These works were/are also in progress. During the execution of these works the shortage of supervisory staff was felt. When the staff in the construction cell was compared to the staff strength in the construction cell of Kurukshetra University Kurukshetra which is also in the vicinity of our institute, it was found quite inadequate. A high power committee was constituted in the institute on 02.02.2008 to examine the issue regarding the requirement of staff for Construction Cell. The members of committee deliberated at length all the aspects relating to the above issue. A delegation of officers was deputed to visit NIT Hamirpur for studying the pattern of staff. It was revealed that the NIT Hamirpur is having a full fledged Construction Cell with adequate staff.

Further, the committee noted that since the inception of construction cell in 11/2006, no regular staff was posted in this cell though this cell is executing works worth Rs.15-20 Crore approx. per year. It is also envisaged that some more works may be entrusted to this cell for execution in near future. This cell may complete works worth Rs. 20-25 Crore spreading over 3-4 sites of the institute in near future. At present, the following works were given/are being given to the construction cell for execution:-

Sr. No	Name of Work	Estimated Cost (Rs)
1	Construction of a 350 Seaters New P.G. Hostels is likely to be completed in near future	12.00 Crores (Approx.)
2	Construction of a new 350 Seaters Boys Hostel for U.G students is likely to be completed in near future	15.00 Crores (Approx.)
3	The construction of a 300 Seaters additional Girl Hostel.	9.00 Crores (Approx.)
4	The construction of 12 Nos. Lecture Theatres having capacity of 90/120 each.	4.00 Crores (Approx.)
5	The construction of M.B.A. /M.C.A. Block and extension of Guest House is in pipeline	3.00 Crores (Approx.)

6	Construction of Institute Faculty Guest House at NIT, Kurukshetra.	67.4 Lacs (Approx.)
7	Construction of 10 Nos. Professors' Houses at NIT, Kurukshetra	220 Lacs (Approx.)
8	Construction of 10 Nos. Assistant Professors' Houses at NIT, Kurukshetra	167.00 Lacs (Approx.)

In view of the facts given, the committee recommended the following staff for the Construction cell of the Institute.

Sr. No.	Name of Post	Staff strength required	Staff strength employed	Staff strength required to be employed
1	Executive Engineer	01	01	-
2	Asstt. Engineer	02	02	-
3	Junior Engineer	04	02	02
4	Head Clerk	01	01	-
5	Accountant	01	01	-
6	Computer Operator	01	01	-
7	Mortar Mate	03	01	02

The committee also observed that the Construction cell of the Institute has taken up some very prestigious time bound projects/works that needs constant vigil on these works. This can be possible only if adequate supervisory staff is made available so that there is no compromise with the quality of work. Moreover, the expenditure on the salary of the proposed staff is quite insignificant and negligible when it is compared with the cost charged by PWD/NBCC etc.

The matter is placed before the BOG for consideration and decision.

Tabled Item: 14.47 To ratify the decision taken by the Hon'ble Chairman, Board of Governors for approving the proposal of the Institute for continuing the services of the contractual persons temporarily against the sanctioned posts.

The Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi has imposed ban on the fresh recruitment since 2003 and prior to this it was imposed by the Government of Haryana since 1996. However, the vacancies of the non-teaching staff were increasing day by day due to frequent retirement of the employees. Keeping in view this difficulty being faced by the Institute, the Board of Governors in its 6th and 7th meetings held on 30.09.2004 and 19.02.2005 respectively allowed the Institute to fill some non-teaching posts on contract basis for a period of 2 years with an extension of further one year, by way of Direct Recruitment. The Board of Governors also authorized the Chairman, Board of Governors to decide all issues such as qualifications, salary, period of engagement, age and constitution of Selection Committee etc. and further related issues pertaining to filling up these posts on contract basis.

In view of the above decisions of the BOG, a proposal was submitted to the Hon'ble Chairman, BOG for approving the terms and conditions to fill up 35 non-teaching posts on contract basis by way of direct recruitment, so that the advertisements may be floated in this regard. The Proposal was approved by the Hon'ble Chairman, BOG. The Institute floated Advertisements Nos. 01/2005, 16/2005 and 03/2006 on All India Basis to fill up these non-teaching posts as approved by the BOG. In response to these advertisements, the Institute received various applications. However, in the meantime, the Government of India issued instructions to launch a Special Recruitment Drive to fill up the posts meant for SC/ST Posts. Hence, out of these 35 posts, 15 posts were shifted for the Special Recruitment Drive and the interviews were conducted only for the remaining 20 posts in three phases – on 18th December, 2005, 9th February, 2006 and 26/27.05.2006. by the duly constituted Selection Committees as entailed in the Memorandum of Association approved by the MHRD as well as BOG. The Selection Committees recommended the names of the candidates for appointment against these 20 posts. The persons so recommended, were allowed to join against the 20 non-teaching sanctioned direct quota posts. It is worth mentioning here that out of these 20 persons, 09 internal persons (regular employees) were appointed against the posts. However, out of these 09, 03 employees were promoted against the posts meant for promotion quota. At present, only 09 persons (06 internal and 03 external) are working against the regular vacant non-faculty posts. These 09 contractual persons have completed their 2 years satisfactory service against these sanctioned posts. However, the extension in service for another one year has been allowed to these persons as their services are more required for the smooth functioning of the classes of students as well as administration of the Institute.

The Karamchari Sangh vide letter No. KSNITK/7/2008, dated 04.03.2008 requested to regularize the services of the above persons against the existing vacancies as there is no financial burden on the Institute as they are already getting the pay scales of the post. The matter was discussed with the Hon'ble

Chairman, BOG and as per the instructions of the Chairman, BOG, a legal opinion was obtained from our legal counsel at Chandigarh Sh. Amarjeet Singh Virk, Advocate, Punjab and Haryana High Court at Chandigarh. Sh. Virk in his legal opinion has given detailed decision of the Hon'ble Supreme Court of India with regard to the regularization of services of contractual employees. The concluded para of the Legal Opinion given by Sh. Virk is as under: -

"It is true that the above said posts filled up by way of direct recruitment on contract basis by following the due procedure by calling the applications from eligible internal as well as external candidates, they were interviewed by the duly constituted Selection Committees as per the new MOA. The candidates selected are fully qualified and the posts those were filled up are essentially required for smooth functioning of Laboratories/Offices and also that the posts those were filled up are duly sanctioned posts and also there is no additional financial liability. Moreover, it is also not practicable to advertise these posts, which are essential, time and again, as the new service rules has also not been notified so far by the Govt. of India and these employees are working to the complete satisfaction of the Institute, but so far the question of their regularization at this stage is concerned, it does not deem proper in view of the law laid down by the Hon'ble Supreme court of India, but since the posts were filled by following due procedure by the duly constituted Selection Committees and the posts are duly sanctioned posts and also are essentially required for smooth functioning of the Institute and also it is not practically feasible to advertise these posts time and again as it also affects the efficiency of the employees who are otherwise working to the complete satisfaction of the Institute and the new service rules has also not been notified so far by the Govt. of India, and it is also not legally permissible to replace the contract employees with new contract employees so these employees can be allowed to continue temporarily till the new rules are notified by the Govt. of India as the Govt. of India, Ministry of Human Resource Development has also issued instructions that no recruitment/promotions should be effected until new service rules are notified by the Ministry."

Hence, a proposal was submitted before the Chairman, BOG alongwith the legal opinion sought from our Legal Counsel. The Hon'ble Chairman, BOG approved the proposal of the Institute. A copy of the approval is enclosed as **Appendix-xxxiii from page 349 to 398.**

In view of the above approval, these persons have been allowed to continue temporarily on their existing posts till further orders as per their other existing terms and conditions, against the regular vacant non-faculty posts meant for direct quota as they have been appointed on the recommendations of a duly constituted Selection Committee as per the terms and conditions as approved by the Board as well as Hon'ble Chairman BOG and also as per the rules and regulations entailed in the MOA of the Institute.

The Board may ratify the decision taken by the Hon'ble Chairman, BOG.

56.

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**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

APPENDIX-XXXXIII

No. Gen.-1/

Dated: 23.06.2008

Subject: To regularize the services of persons appointed on contract basis against the vacant non-teaching posts meant for direct recruitment.

The Karamchari Sangh of the Institute vide its letter No.7/2008, dated 4.3.2008 has requested to regularize the services of the contractual employees who were appointed against the vacant non-teaching posts.

In this connection it is submitted that the Government of India has imposed ban on the fresh recruitment since 2003 and prior it was imposed by the Government of Haryana since 1996. However, the frequent retirement of the non-teaching staff, vacancies are increasing day by day and it has become virtually difficult to run the classes, labs., various departments and administrative offices smoothly. As on 01.06.2008, against 469 sanctioned non-teaching posts, 184 posts are lying vacant.

Keeping in view the above difficulty being faced by the Institute, the matter was placed before the Board of Governors in its 6th meeting held on 30.9.2004. **The Board of Governors decided that pending rationalization of the non-teaching posts, the Institute may fill 27 posts by direct recruitment on contract basis. The Board also authorized the Chairman of the Board to decide all issues relating to filling the technical and non-teaching (27 posts) by direct recruitment on contract basis such as their qualifications, salary, period of engagement, age and constitution of Selection Committee etc. and further related issues.**

The Board of Governors further in its 7th meeting held on 19.2.2005 and 9th meeting held on 25.2.2006 allowed the Institute to fill 8 more posts on the same terms and conditions. It is worth mentioning here that the Board of Governors in its 7th meeting held on 19.2.2005 decided as under: -

- (i) The Class-III internal deserving & eligible candidates of the Institute who possess the prescribed qualifications/experience already advertised be given due weightage in Selection and in case any internal candidate is selected for the contractual appointment he will retain lien on his substantive post.**
- (i) The consequential vacancies arising out of the aforesaid Class-III posts be filled up on contract basis by way of direct recruitment.**
- (i) The Board authorized the Chairman of the Board to decide other related issues, if any."**

The detailed minutes of the above meetings of the Board are enclosed as **Annexure-A.**

As per the above decisions of the Board, the terms and conditions for filling up these posts were got approved from the Hon'ble Chairman, BOG. A copy of the approval taken from time to time is enclosed as **Annexure-B**.

In view of the above decisions of Board and approval of Hon'ble Chairman, BOG, the advertisements were issued on **All India Basis** in the Tribune as well as in Hindustan Times vide advertisements No. 1/2005, 16/2005, 3/2006 and 4/2006. The copies of the advertisements are also enclosed as **Annexure-C**.

In response to the above advertisements, the Institute received a number of applications from internal as well as external candidates. However, before the Selection Committee meetings, the Institute received instructions from the Government of India to launch the Special Recruitment Drive for SC/ST. Hence, out of these 35 approved posts, 15 posts diverted to the said Special Recruitment Drive for SC/ST.

The interviews for the remaining 20 posts(35-15) were conducted in three phases – **on 18th December, 2005, 9th February, 2006 and 26.5.2006** to fill up these posts. The Selection Committees recommended the names of the candidates for these 20 posts. The copies of the recommendations are enclosed as **Annexure-D**.

It is worth mentioning here that the interviews for the 20 posts to be filled by way of direct recruitment were conducted as per the rules and regulations as entailed in the Memorandum of Association approved by the MHRD as well as BOG.

The status of these posts is as under:

Sr. No.	Name of the post	No. of Posts as approved by the Board from time to time.	filled Due to instructions issued by MHRD for Special Drive of SC/ST.	Filled	Employees adjusted on regular basis through promotion process or persons engaged after retirement. .
1.	System Analyst	02	01	01	--
2.	Supervisor	03	03	--	--
3.	Tech. Grade A	03	01	02 ✓	01
4.	Tech. Grade B	04	03	01 ✓	01
5.	Dy. Registrar (Acad).	01	--	01	01 (on short Contract)
6.	Dy. Supdt.	02	02	--	--
7.	Sr. Library Asstt.	01	--	01 ✓	--
8.	Counter Asstt.	01	01	--	--
9.	Assistant	03	01	02 ✓	01
10.	Jr. Stenographer	01	--	01 ✓	--

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11.	Jr. Storekeeper	01	01	--	--
12.	Finance Officer	01	01	--	--
13.	Asstt. Registrar	02	--	02	02 (both retired persons)
14.	Programmer	02	--	02	--
15.	Estate Officer	01	x--	01 ✓	01
16.	Security officer	01	--	01	01 (Retired Person)
17.	Jr. Engineer (Mech.)	01	--	01	01 (On short contract)
18.	DS to Director	02	--	02 ✓	--
19.	Driver	01	--	01	01 (On short Contract)
20.	Guest House Helper	01	--	01	01 (The services Terminated)
21.	Care-taker	01	01	--	--
	Total	35	15	20	11

From the perusal of the above table, it is evident that at present following 9 persons are working against the above 20 approved posts and out of these 9 persons, 06 persons are internal employees of the Institute and 03 are external candidates: -

Sr. No.	Name of the post	Filled	The persons/employees presently working against the post (s)
1.	System Analyst	01	Sh.Prithvi Singh. (internal employee)
2.	Tech. Grade A	01	Sh.Gaurav Sharma (external)
3	Sr. Library Asstt.	01	Sh.Sumer Chand (internal employee)
4.	Assistant	01	Sh. Raj Kumar (internal employee)
5.	Jr. Stenographer	01	Sh. Davender Singh (internal employee)
6	Programmer	02	Sh.Kamal Deep.(external) Sh.Pardeep Kumar (external)
7.	DS to Director	02	Mrs.Sushma Rani (internal employee) Mrs.Neelam Kumari (internal employee)
	Total	09	

These contractual persons have completed their 2 years satisfactory service against these approved (approved by BOG) posts. However, the extension in service for another one year has been allowed to these employees as per the above decisions of the BOG.

Now, the Karamchari Sangh is pressing hard for the regularization of services of the above employees. Hence, a legal opinion has been obtained from our legal counsel at Chandigarh Sh. Amarjeet Singh Virk, Advocate, Punjab and Haryana High Court at Chandigarh. Sh. Virk has given detailed legal opinion in this regard. A copy of the same is enclosed as Annexure-E for your kind perusal.

Mr. Virk in his legal opinion has given detailed decision of the Hon'ble Supreme Court of India with regard to the regularization of services of contractual employees.

Keeping in view the decision of Hon'ble Supreme Court with regard to regularization as well as the competence of employer to regularize the employees as mentioned in his legal opinion by the legal counsel and also the ban imposed by the Government of India, the question does not arise to regularize these persons although the vacancies exist in the regular strength.

However, it is also pertinent to mention here that the Board of Governors allowed to fill these posts keeping in view the essentiality of the posts for the smooth running of the work of the Institute and these essential nature posts will also take their place in the new services rules also.

Under the circumstances, it will be appropriate that these employees may be allowed to continue temporarily on their posts till further orders with their existing approved terms & conditions, on the following grounds:

1. The above 9 persons are working against the vacant regular non-teaching posts which were filled up by way of direct recruitment by a duly constituted Selection Committee as per the terms and conditions as approved by the Board as well as Hon'ble Chairman BOG and also as per the rules and regulations entailed in the MOA of the Institute.
2. All the above 9 persons have completed two years of satisfactory services against the above vacant posts and these persons are working honestly in dedicated manner upto entire satisfaction of the Institute authority/respective Chairman of Deptt./Heads of Sections.
3. These persons will draw their salary against vacant sanctioned posts.
4. These posts are essentially required for the smooth functioning of the Labs/Offices.
5. There will be no additional financial liability on the Central Government as these persons are already drawing the pay scales for the last two years.

Submitted for kind consideration and approval, please. The matter will be reported to the Board in its next meeting.

ab 20/04/20
Hon'ble Chairman
Board of Governors,
NIT Kurukshetra.

mt 24/4/20
(M.N. Bandyopadhyay)
DIRECTOR

Karamchari Sangh

National Institute of Technology, Kurukshetra (NIT, Kurukshetra)

कर्मचारी संघ, राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र

No./KSNITK/17/2008

DATED 4.3.2008

The Director
National Institute of Technology,
Kurukshetra

Subject : Regularization the services of contractual employees.

Dear Sir,

Please refer to the above mentioned subject. I wish to draw your kind attention that some employees (Class III & II) were appointed in the Institute in the year 2005 & 2006 on contract basis for a period of two years which is extendable for one more year. Sir, these employees are having the lien on their substantive posts. Out of these employees someone have been promoted in the month of January , 2008, only few are left.

These appointments were made through duly constituted selection committee. Before this, these vacancies were approved by the Hon'ble Board of Governors and all the necessary formalities and process were adopted by the administration while making these appointments.

These employees have submitted a joint representation to the Karamchar Sangh to regularize their services.

Now I would like to highlight some important things, that the above mentioned vacancies were filled-up against the existing posts and there is no financial burden on the Institute and also these employees are not increasing the number of posts Therefore, you are, requested to regularize their services. We shall be very grateful to you for this kind of good act.

Thanking you,

Yours faithfully,

(General Secretary)

Discussed with LE
DIR. We may take
legal opinion in the matter
from Mr. A.S. Virek.

11 discussed with
12/3/2008
R.K. 18/12

Annexure A

354
NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA-136119,

No. BOG 6.34/ 8193

Dated: 16/11/2004

6.34 To consider matter regarding rationalization of non-teaching staff

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

The Board noted as under:-

- i) As per decision of the Board taken in the 2nd meeting held on 19.4.2003, the Institute was asked to maintain ratio between teaching and non-teaching posts in the range of 1:1.5 and for doing the said rationalization of the non-teaching posts, a committee at the Institute level was constituted.
- ii) The committee has submitted its report and the same is being examined by the office.
- iii) As per recommendations of the Expenditure Reforms Commission (ERC) as communicated by the MHRD, the ratio between teaching and non-teaching staff can be maintained in the range of 1:1.5 to 1:2.

The Board decided that the same committee at the Institute level may undertake another exercise to do the rationalization of the non-teaching posts in the ratio between teaching and non-teaching staff as 1:2 as per guidelines proposed by the Institute in the agenda item 6.34.

- iv) Due to ban imposed on the recruitments and frequent retirement of the non-teaching staff, vacancies are increasing day by day and it has become virtually difficult to run the classes, labs, various Deptts and administrative offices smoothly. As on 1.9.2004 against 481 sanctioned teaching supporting and other non-teaching posts, 137 posts are lying vacant.

The Board decided that pending rationalization of the non-teaching posts, the Institute may fill the following non-teaching posts by direct recruitment on contract basis:-

Sr.No.	Name of Post	No. of posts
1.	System Analyst	02
2.	Supervisors	Civil=01 Elect.=01 ECE =01 } 03

[Signature]
16/11/2004

[Signature]
GPA-IV
16/11/04

3.	Tech. Grade 'A'	Elect.=01 Mech.=01 Civil=01	} 03
4.	Tech. Grade 'B'	Civil=01 W/S.=01 ECE=01 COE=01	} 04
5.	Deputy Registrar (Acad)		01
6.	Deputy Supdt.		02
7.	Sr. Library Asstt.		01
8.	Counter Asstt.		01
9.	Assistants		03
10.	Jr. Stenographer		01
11.	Jr. Storekeeper		01
Total			22

In addition the Board decided to create the following non-teaching posts which may also be filled by direct recruitment on contract basis as short term measure from the Institute Development Fund/Student Funds without any financial liability on the Central Government.

Sr.No.	Name of Post	No. of posts
1.	Finance Officer	01
2.	Asstt. Registrar	02
3.	Programmers	02
Total		05

The Board authorized the Chairman of the Board to decide all issues relating to filling the above mentioned technical and non-technical posts (27 posts) by direct recruitment on contract basis such as their qualifications, salary, period of engagement, age and constitution of Selection Committees etc. and further related issues.

This is for favour of your information and necessary action.

PPZ
REGISTRAR

1. Deputy Registrar (GA) → Copy of Agenda Note 6.34 is enclosed.

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NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA-136119.

No. BOG-7th-7.7/ 1933

Dated: 5/4/2005

7.7 Approval for filling the posts of Estate Officer, Security Officer, Junior Engineer (Mechanical) and Deputy Superintendents to Director on Contractual basis.

The Board of Governors of this Institute in their 7th meeting held on 19.2.2005 vide Item No. 7.7 decided as under:

- i) The posts of Estate Officer, Security Officer, Junior Engineer(Mech) and two Deputy Superintendents to the Director be filled on contract basis for a period of two years subject to extension for another one year by way of direct recruitment.
- ii) The consequential vacancies arising due to filling up the said two posts of Deputy Superintendents to the Director be filled on contract basis by way of direct recruitment.
- iii) The qualification/experience required for the Deputy Superintendents to the Director be suitably upgraded for which the matter be put up to the Chairman of the Board for taking decision.
- iv) The persons to be considered against above mentioned posts should have adequate computer working knowledge.
- v) Due weightage should be given to the eligible internal candidates in the selection process.

The Board authorized the Chairman of the Board to decide other related issues, if arise.

Deputy Registrar (GA) is requested to take further follow up action in the matter.

Encl: BOG Agenda Item

R. Mohan
REGISTRAR

GA-17
Deputy Registrar (GA).

GA-17

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NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA-136119,

No. BOG 7th/7.20/ 1946

Dated: 5/4/2005

- 7.20 To consider filling of the post of Care-taker-cum -Auditorium Operator in the Institute on short term contract basis.

The Board of Governors of the Institute in their 7th meeting held on 19.2.2005 has decided as under:

The Board decided that the Institute may engage a Caretaker-cum-Auditorium Operator on contract basis for a period of three years with the pay scale of Rs. 5000-8000 with the following qualifications and experience:-

Qualifications: Diploma in Electronics in 1st Division with two years experience Or

ITI in Electronics in 1st Division with 10 years experience.

Experience: The incumbent should have experience in operation and maintenance of Auditorium including operation of computer based Audio-Visual equipments, audio conferencing, air-conditioning and refrigeration etc. preferably in educational/research organization.

The person so engaged will look after the equipments etc. of the Jubilee Hall (Auditorium), the Conference Hall and the Guest House. In addition to the aforesaid buildings he will also look after any other building as are assigned to him by the Director from time to time.

A copy of the BOG Agenda Item 7.20 is also enclosed.

This is for favour of your information and necessary action.

Encl: BOG Agenda Item.

R. Mohan
REGISTRAR

Deputy Registrar (GA)

614 - IV

183 165.

NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA-136119,

No. BOG 7th/7.25/ 1950

Dated: 5/4/2005

7.25 To consider filling up non-teaching posts on contract basis.

The Board of Governors of the Institute in their 7th meeting held on 19.2.2005 has decided as under:

The Board decided as under:-

- i) The class-III internal deserving & eligible candidates of the Institute who possess the prescribed qualification/experience already advertised be given due weightage in selection and in case any internal candidate is selected for the contractual appointment he will retain lien on his substantive post.
- ii) The consequential vacancies arising out of the aforesaid class-III posts be filled up on contract basis by way of direct recruitment.

The Board authorized the Chairman of the Board to decide other related issues, if arise.

A copy of the BOG Agenda Item 7.25 is also enclosed.

This is for favour of your information and necessary action.

Encl: BOG Agenda Item.

R Mohan
REGISTRAR

Deputy Registrar (GA)

GA/-IX

*Discussed with the R.
The above decision of the Board, if
approved, may be given to GA II, GA II,
GA III for reference and record, as
the synopsis of the already advertised
posts are being prepared by them.
Submitted for orders pl.*

DR/CA. Juf 12/5/2005

SSA/GA II/GA II/GA II

12/5/05

NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA.

No. NITK/BOG 9th/30/9

Dated 28/3/06

9.13 Approval for filling of the posts of Driver for institute vehicle and Helper in the Institute Guest House on contractual basis, involving essential services.

The Board of Governors of the Institute in their 9th meeting held on 25.2.2006 has decided as under

The Board accorded approval to fill up the post of one Driver for the Institute vehicle and one Helper in the Institute Guest House on contract basis for a period of two years with a provision of one year extension on the existing qualifications, service terms and conditions on the lines as already decided by the Board for filling up some posts on contract basis (earlier BOG agenda item 6.34 may be referred to).

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


REGISTRAR

DR(GA)/DS(GA)

genda
relosed.

Speed Post 64.
Annexure B
86

NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119

No.GAIV/3201/2004/ 8794

Dated: 21/12/2004

Subject: **Engagement of contract based non-teaching staff**

The Board of Governors of the Institute in its 6th meeting held on 30.9.2004 decided as under:

"The Board decided that pending rationalization of the non-teaching posts, the Institute may fill the following non-teaching posts by direct recruitment on **contract basis**:

Sr.No	Name of Post	No. of posts
1.	System Analyst	02
2.	Supervisor	Civil=01) Elect.=01) 03 EcE=01)
3.	Tech. Grade A	Elect.=01) Mech.=01) 03 Civil=01)
4.	Tech. Grade B	Civil=01) W/S=01) 04 EcE=01) COE=01)
5.	Deputy Registrar (Acad.)	01
6.	Deputy Superintendent	02
7.	Sr. Library Assistant	01
8.	Counter Assistant	01
9.	Assistants	03
10.	Jr. Stenographer	01
11.	Jr. Storekeeper	01
	Total	22

In addition, the Board decided to create the following non-teaching posts which may also be filled by direct recruitment on **contract basis** as short term measure from the Institute Development Fund/Student Funds without any financial liability on the Central Government:

Sr.No.	Name of Post	No. of posts
1.	Finance Officer	01
2.	Assistant Registrar	02
3.	Programmer	02
	Total	05

82/68.

The Board authorized the Chairman of the Board to decide all issues relating to filling the above mentioned technical and non-teaching posts (27 posts) by direct recruitment on contract basis such as their qualifications, salary, period of engagement, age and constitution of Selection Committees etc. and further related issues".

In view of the above decision of the Board, the following is proposed for kind consideration and approval of the worth / Chairman, Board of Governors: ✓

1. **Mode of recruitment and reservation:** The above mentioned technical and non-teaching posts (27 posts) may be filled up by way of direct recruitment on contract basis. The reservation may be laid down as per existing roster points/practice for the non-teaching staff recruitment. ✓
2. **Period of Contract:** The appointments may be made on contract basis for an initial period of 2 years subject to extension of one year. However no person, engaged on contract basis will be allowed to serve the Institute beyond the age of 65 years. The persons may also be engaged on deputation/foreign service from the Government Departments/reputed engineering institutions as per rules. The required foreign service contributions will be paid by NIT, Kurukshetra as per rules.
3. **Salary:** The persons may be engaged on a consolidated salary (minimum pay in scale of the post + DP/DA admissible at the time of engagement). On the recommendations of concerned Chairman of Department/Head of Section, annual increments alongwith DP/DA admissible may be allowed. No other allowances will be admissible.
4. **Surety for the Contractual Appointees:** The persons to be engaged on contract basis will have to deposit a sum of Rs. 1.00 Lac (one lac only) before their joining which will be refunded to them alongwith interest as admissible on saving bank account of the SBI after expiry of their contractual engagements. Alternatively, they will have to furnish surety of two permanent employees of the Institute who will be responsible for their integrity and honesty and will be responsible to clear outstanding dues against them, if any, on the expiry of their contractual engagements.
5. **Accommodation Facility:** The accommodation, if available, may be provided to the engaged persons on payment of normal house license fee as applicable in the Institute.
6. **Other facilities:** The persons to be engaged may be given the medical facilities as available in the Institute Health Centre. However, they will not be entitled to medical reimbursement. The engaged persons will be entitled to Casual leave and earned leave

during the calendar year as per rules. However, they will not be entitled to leave encashment, gratuity and Institutional share of CPF etc whatsoever.

7. **Age:** The minimum age at the time of submitting application may be prescribed as 18 years. The retiring/retired persons may also be considered. However no person, engaged on contract basis will be allowed to serve the Institute beyond the age of 65 years. In case of the retired persons, the health will be judged by the Institute Senior Medical Officer.

8. **Termination of Service:** The services of a contractual appointee be terminated on one month notice from either side. In the event of any irregularity on the part of the contractual appointee, the services may be terminated by the Director of the Institute without any notice.

9. **Selection Committee for the aforementioned contractual selections as per New MOA/Rules of the Institute.** //

A) For scientific staff in the scale of the post of Lecturer and above:-

- | | |
|---|----------|
| i) Director | Chairman |
| ii) One nominee of the Central Government | Member |
| iii) Two experts as nominee of the Board
(from the experts already approved by
the Chairman of the Board) | Members |
| iv) One expert nominee of the Senate
(to be decided by the Director and Chairman,
Senate in anticipation of approval of the
Senate) | Member |
| v) Head of the Department concerned
(In place of one of the nominees of the
Board, if the post for which selection
is being made is lower in status than
the occupied by the Head of the
Department) | Member |

B) For non-teaching posts and scientific staff below the scale of the post of Lecturer:-

- | | |
|---|----------|
| i) Director | Chairman |
| ii) One nominee of the Central Government | Member |
| iii) Two experts as nominees of the Board
(to be nominated by the Chairman, BOG in
anticipation of approval of the Board from
amongst the list of experts enclosed as
Annexure-A) | Member |
| iv) Registrar | Member |
| v) Head of the Deptt. concerned
(for posts within the academic Deptts.) | Member |

10. **Qualifications:** Twenty six posts out of the above mentioned 27 posts may be allowed to be filled up as per following qualifications laid down in the existing bye-laws/rules of the Institute :

- i) System Analyst:** a) B.Tech. (CSE) OR
(b) B.Tech. (Non-CSE). Experience in computing OR
(c) M.Sc. (Physical Science) with two years experience in Computing OR
(d) M.Sc. (Physical Science) DCA with one year experience in computing. OR
(e) M.C.A.

Pay Scale: Rs. 8000-13500

- ii) Supervisors :** (i) Matric with Diploma in Ist Division of three years duration in the concerned Engg. Discipline.

OR

- ii) Matric with Supervisor's Apprenticeship Course of atleast 5 years duration with Railways, Defence or other major industrial concern and 3 years experience.

OR

- (iii) Matric with ITI certificate with not less than 75% marks and ten years experience. Knowledge of English and Hindi of Matriculation standard.

Working knowledge of Computer will be essential.

Pay Scale: 6500-10500

- iii) Technician Grade A:** (i) Matric with Diploma in Ist Division of three years duration in the concerned Engg. Discipline.

OR

- (ii) Matric with ITI certificate with not less than 75% marks in the relevant trade and five years experience. Knowledge of English and Hindi of Matriculation standard.

Working knowledge of computer will be essential.

Pay Scale: Rs. 5000-8000

- iv) Technician Grade B:** Matric with ITI certificate with not less than 75% marks in the relevant trade and two years experience. Knowledge of English and Hindi of Matriculation standard.

Working knowledge of computer will be essential.

Pay Scale: Rs. 4000-6000

v) Deputy Registrar (Acad) : Degree of a recognized University with atleast eight years experience relating to Examinations, admission, academic work and students affairs in a supervisory capacity in an Engg. College/Indian Institute of Tech./or Tech. University.

Desirable: Master Degree & Computer working knowledge.

Pay Scale: Rs.8000-13500

vi) Assistant Registrar: (i) Second Class graduate or post graduate. Computer working knowledge is essential.

(ii) 6 years office experience in supervisory capacity dealing with establishment/general administration, academic matters and preparation of agenda for managing bodies of Engg. Institutes-IITs/ Technological Universities.

Pay Scale: Rs. 6500-10500

vii) Programmer : a) B.Tech. (CSE) OR
(b) B.Tech.(Non-CSE). Experience in computing OR
(c) M.Sc. (Physical Science) with two years experience in Computing. OR
(d) M.Sc. (Physical Science) DCA with one year experience in computing. OR
(e) M.C.A.

Pay Scale: Rs. 8000-13500

viii) Deputy Supdt. : Graduate with seven years experience in office work out of which four years in Supervisory capacity. Knowledge of Hindi of Matriculation Standard. Computer working knowledge is essential.

Pay Scale: Rs. 5500-9000

ix) Assistants: Graduate with three years experience in office work. Knowledge of Hindi of Matriculation standard. Computer working knowledge is essential.

Pay Scale: Rs. 5000-8000

(91) 72.

(x) **Jr. Stenographer:** Matriculation Ist Division/Higher secondary Ist Division. 100 WPM in English shorthand. Transcription speed 20 WPM. Knowledge of English, Hindi of Matriculation standard. Computer working knowledge is essential.

Pay Scale: Rs. 4000-6000

(xi) **Jr. Storekeeper:** Matric with Ist Division/Higher Secondary Ist Division with two years experience of Store purchase. Knowledge of English, Hindi of Matriculation standard. Computer working knowledge is essential.

Pay Scale: Rs. 3050-4590

(xii) **Sr. Library Assistant:** BA and B.Lib.Sc. (with atleast second division) plus three years experience in a library of Engg. Institute/University. Computer working knowledge is essential.

Pay Scale: Rs. 5000-8000

(xiii) **Counter Assistant:** Graduate with Certificate in Library Science or Matric with Diploma in Library Science from a recognised University or Equivalent. Or Matric with certificate in Library science and five years experience.

Pay Scale: Rs. 5000-8000

Since there is no qualifications and scale of pay of Finance Officer laid down in the Institute Bye-laws/Rules, the qualifications and pay scale for the Finance Officer may be approved as under:-

Post Graduate and SAS. Atleast 10 years experience in supervisory capacity (in the pay scale of Rs. 8000-13500 and above) dealing with the matters relating to Finance/Budget/Accounts/Audit in Government Departments/ reputed educational Institutions.

Pay Scale: Rs. 10000-15200

The experts listed in Annexure-A enclosed herewith may kindly be approved by the worthy Chairman, Board of Governors in anticipation approval of the Board.

92

In case of deserving retired persons, educational qualification may be relaxed at the discretion of Selection Committee.

Submitted for consideration and approval, please.

Encl: As above

S. N. Mahendra
(S.N. Mahendra) 28/12/04
DIRECTOR

The Hon'ble Chairman,
Board of Governors
NIT, Kurukshetra.

Approved subject to modifications
to be incorporated in

- (a) clauses 2, 3, 4, 6, 7, 10(v)
 - (b) desirable qualification of graduate in all administrative posts
 - (c) desirable experience of computer working for PO
- as communicated on telephone on 29.12.04

DL Sharma
29.12.04

~~Director~~

S. N. Mahendra
28/12

The above issues were discussed by the Director with the worthy Chairman, BOG on 28.12.2004 in presence of the Registrar and Deputy Registrar(GA). The upshots of discussion on above issues were as under:-

Clause-2 While engaging persons on deputation/foreign service from other organizations it be kept in view that they are not engaged beyond date of the retirement in their parent departments.

Clause-3 In respect of the persons engaged on deputation/foreign service, the salary be allowed as per rules of their parent departments.

(93)

- Clause-4 In lieu of surety of two permanent employees of the Institute, the persons engaged on contract basis can also furnish surety of two responsible and reputed persons of their areas to the satisfaction of the Institute.
- Clause-6 A clause may be specifically incorporated in the Appointment Letters that they will not be entitled to leave encashment, gratuity and institutional share of CPF. Matter regarding institutional share of CPF may be examined as per rules.
- Clause-7 No person should be engaged who is more than 62 years at the time of engagement.
- Clause-10(V) The 'computer working knowledge' should be essential for DR(Acad.) also.

In addition to amendments in the clauses as referred to above, orders of the worthy Chairman, BOG dated 29.12.2004 as contained in para (b) and (c) be complied with (as on pre-page)

Submitted for approval please.

R. Mohan
Registrar 30/12/2004

Director

S. M.
30/12

DR (CA) Put up advertisement alongwith performance for website.

30/12/2004

K. J. Kumari

NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119

No. GAIV/Recruitment/ 5324

Dated: 17/8/2005

Subject: Approval of terms and conditions for filling up the Non-teaching posts on contract basis.

The Board of Governors of this Institute in their 7th meeting held on 19.2.2005 vide item No.7.7 decided as under:

- i) "The posts of Estate Officer, Security Officer, Junior Engineer (Mech.) and two Deputy Supdt. to the Director be filled on contract basis for a period of two years subject to extension for another one year by way of direct recruitment.
- ii) The consequential vacancies arising due to filling up the said two posts of Deputy Superintendents to the Director be filled on contract basis by way of direct recruitment.
- iii) The qualifications/experience required for the Deputy Superintendent to the Director be suitably upgraded for which the matter be put up to the Chairman of the Board for taking decision.
- iv) The persons to be considered against above mentioned posts should have adequate computer working knowledge.
- v) Due weightage should be given to the eligible internal candidates in the selection process.

The Board authorized the Chairman of the Board to decide other related issues, if arise."

In view of the above decision of the Board taken at Sr. No.(iii) above, it is proposed as under:

2. For Deputy Supdt. to Director

There are two posts of Deputy Superintendent to Director in the office of Director. As per existing Bye-laws of the Institute, both are to be filled up by way of Promotion. The existing qualifications and experience for the said post under Direct and Promotion is as under. The new qualifications have not been formulated/framed so far.

(1) Pay Scale

Pay scale for the post of Deputy Supdt. to Director: Rs. 5500-9000

179

-2-

(ii) Qualifications prescribed for Direct recruitment

Graduate with 7 years experience as stenographer. Knowledge of Hindi of Matriculation standard. Speed of 100 WPM in English Shorthand and transcription speed for 20 WPM.

(iii) Qualifications prescribed for Promotion

Six years service as Sr. Stenographer/Assistant/Mess Manager-cum-Accountant/Receptionist/Cashier/Accounts Clerk/Head Cashier. Should have speed of 100 WPM in English Shorthand and transcription speed for 20 WPM. Knowledge of English and Hindi of matriculation standard.

(iv) It is proposed that above mentioned two posts of Deputy Supdt. to Director may be filled as per following qualifications and experience by way of direct recruitment

Proposed Qualifications for direct recruitment

2nd Class Graduate **OR** Graduate with atleast 1st Division in matriculation/10+2 Examination and with 8 years experience as stenographer. Knowledge of Hindi of Matriculation standard. Speed of 100 WPM in English Shorthand and transcription speed for 20 WPM. Adequate working knowledge of Computer. Persons having Diploma in Stenography or Computer will be preferred.

3. For Estate Officer, Security Officer, J.E. (Mech.)

These posts may be allowed to filled on the existing qualifications and experience by way of direct recruitment as the new qualifications have not been formulated/framed so far.

(A) Estate Officer

- (i) Pay Scale :- 6500-10500
- (ii) Qualifications for direct recruitment:- BE Degree in Civil Engg with two years experience or Diploma in Civil Engg. With 10 years experience out of which atleast 5 years should be in construction/maintenance relating to public health and building.

(B) Security Officer

- (i) Pay Scale :- 5500-9000
- (ii) Qualifications for direct recruitment:- Matric/Hr. Sec. from a recognized Board of University.

-3-

Ex-Military Personnel not below the rank of Subedar or from the Police Department, not below the rank of Inspector and having eight years experience out of which two years in security type of work. Knowledge of Hindi and English of Matriculation Standard.

(C) Junior Engineer (Mech.)

- (i) Pay Scale :- 5500-9000
- (ii) Qualifications for direct recruitment:- 1st Class Diploma in Mech. Engg. With two years practical experience of Building Construction/Civil works Maintenance/Water Supply. Knowledge of English and Hindi of Matriculation standard.

(4) For Care-taker-cum-Auditorium Operator.

The Board of Governors in their 7th meeting held on 19.2.2005 decided as under;

"The Board decided that the Institute may engage a Care-taker-cum-Auditorium Operator on contract basis for a period of three years with the pay scale of Rs.5000-8000 with the following qualifications and experience:

Qualifications: Diploma in Electronics in 1st Division with two years experience or

ITI in Electronics in 1st Division with 10 years experience.

Experience: The incumbent should have experience in operation and maintenance of Auditorium including operation of computer based Audio-Visual equipments, audio conferencing, air-conditioning and refrigeration etc. preferably in educational/research organization".

The person so engaged will look after the equipments etc. of the Jubilee Hall (auditorium), the Conference Hall and Guest House. In addition to the aforesaid buildings, he will also look after any other building as are assigned to him by the Director from time to time.

The said post may be filled up as per the qualifications and experience as per above decision of the Board."

-4-

(5) For Dental Surgeon.

The Board of Governors in its 7th meeting held on 19.2.2005 decided as under:

"The Board ratified decision taken by the Finance Committee in its 4th meeting held on 29.10.04 that a part time dental Surgeon at a consolidated salary of Rs.4000/- per month from the Student Fund be engaged in the Institute Health Centre for day to day check up of the employees, their families and the students."

A qualified Dental Surgeon having Degree of BDS may be engaged as a part time Dental Surgeon at a consolidated salary of Rs.4000/- per month.

Other general conditions for all the above posts as already decided by the Hon'ble Ex-Chairman, BOG sometime back for some other non-teaching posts.

1. **Mode of recruitment and reservation:** The above mentioned non-teaching posts may be filled up by way of direct recruitment on contract basis. The reservation may be laid down as per existing roster points/practice for the non-teaching staff recruitment.
2. **Period of Contract:** The appointments may be made on contract basis for an initial period of 2 years subject to extension of one year. However no person, engaged on contract basis will be allowed to serve the Institute beyond the age of 65 years. The persons may also be engaged on deputation/foreign service from the Government Departments/reputed engineering institutions as per rules. The required foreign service contributions will be paid by NIT, Kurukshetra as per rules.
3. **Salary:** The persons may be engaged on a consolidated salary (minimum pay in scale of the post + DP/DA admissible at the time of engagement). On the recommendations of concerned Chairman of Department/Head of Section, annual increments alongwith DP/DA admissible may be allowed. No other allowances will be admissible.
4. **Accommodation Facility:** The accommodation, if available, may be provided to the engaged persons on payment of normal house license fee as applicable in the Institute.

-5-

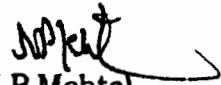
5. **Other facilities:** The persons to be engaged may be given the medical facilities as available in the Institute Health Centre. However, they will not be entitled to medical reimbursement. The engaged persons will be entitled to Casual leave and earned leave during the calendar year as per rules. However, they will not be entitled to leave encashment, gratuity and Institutional share of CPF etc whatsoever. As decided by the BOG, the salary of the engaged persons will be charged to IFD/SF.
6. **Age:** The retiring/retired persons may also be considered. However no person, engaged on contract basis will be allowed to serve the Institute beyond the age of 65 years. In case of the retired persons, the health will be judged by the Institute Medical Officer.
7. **Termination of Service:** The services of a contractual appointee be terminated on one month notice from either side. In the event of any irregularity on the part of the contractual appointee, the services may be terminated by the Director of the Institute without any notice.
8. **Selection Committee for the aforementioned contractual selections as per New MOA/Rules of the Institute.**

The following may be the Selection Committee for non-teaching posts and scientific staff below the scale of the post of Lecturer as already decided by the Hon'ble Ex-Chairman, BOG:

- | | |
|--|----------|
| i) Director | Chairman |
| ii) One nominee of the Central Government | Member |
| iii) Two experts as nominees of the Board
(to be nominated by the Chairman, BOG in anticipation of approval of the Board from amongst the list of experts enclosed as Annexure-A) | Member |
| iv) Registrar | Member |
| v) Head of the Deptt. concerned
(for posts within the academic Deptts.) | Member |

Submitted for approval, please:

The Hon'ble Chairman,
Board of Governors,
NIT, Kurukshetra.


(N.P. Mehta)
Director

NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119

By speed post
24/3

विकास विभाग, कुरुक्षेत्र
(सूचना प्रसारण विभाग)
कुरुक्षेत्र-13. 119.

23/11/05
28/11/05

NO. GAIV/3201/2005/ 7153

Dated : 18/11/05

Subject: Acute shortage of Non-teaching and Technical Supporting Staff.

The matter cited as subject was discussed in great details in the 6th meeting of the Board of Governors meeting held on 30.9.1994 vide agenda item 6.34 (copies of the agenda item and the minutes thereon are enclosed as Annexure I and II). It may kindly be appreciated that the difficulties being faced by the Institute due to acute shortage of the Non-teaching and Technical Supporting Staff has been explained in the agenda item. As on today against 481 sanctioned Non-teaching and Technical Supporting staff 166 posts are lying vacant.

As per decision of the Board we advertised 27 posts in the Month of January, 2005 after taking approval from the then Hon'ble Chairman, Board of Governors. A copy of approval of the Chairman, Board of Governors is enclosed as Annexure III.

After advertising all the said posts, several applications have been received which have been short listed by the office. It has been felt to seek fresh approval of the Hon'ble Chairman, Board of Governors to fill up the said vacancies as per decision of the Board. It is proposed to hold interviews on 10th and 11th December, 2005.

Submitted for approval, please.

Hon'ble Chairman,
Board of Governors,
NIT Kurukshetra

Approved as per remarks
(M.N. Bandyopadhyay)
DIRECTOR

23/11/05

Seen by the Dir

(10) / 81.
Amendra C

**NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119**

No. GA-I/IV/2005/665

Dated: 4/2/2005

M/s Deepak Advertisers,
3383, 1st Floor,
Sector 15-D,
Chandigarh-160 015

Subject: Publication of Advertisement No.1/2005.

Sir,

Enclosed please find herewith an Advertisement No.1/2005 for publication as Classified Advertisement in the following News Papers immediately in one insertion at the minimum rates:-

1. The Tribune, Chandigarh
2. The Hindustan Times
3. The Employment News

Encl: As above

Deputy Registrar(GA)
for Director

Not on Original

Enclst. No. GA/2004/666-72

Dated: 4/2/2005

A copy of above along-with a copy of the advertisement No.1/2005 is sent to the following for information and necessary action:-

1. All Chairmen of Teaching Departments/Sectional Heads.
2. Professor In-charge, Institute Website with a request to display the enclosed Advertisement No.01/2005 and Application Form and Sheet containing general information and instructions on the Institute's Website urgently on priority basis. The required softcopy is sent herewith.
3. DR(Accounts).
4. Dealing Assistants GA I, GA II, GA III for further necessary action with regard to fill up the contractual posts as per details enclosed here with.
5. Reception Office
6. Notice Boards
7. Liaison officer

Deputy Registrar(GA)

**NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119**

Advertisement No. 1/2005

Applications in prescribed form (separate for each post) are invited from Indian Nationals for the following non-teaching posts on contract basis by way of direct recruitment/on deputation/foreign service from the Government Departments/reputed Engineering Institutions/Universities/Autonomous Organizations etc.:

Sr.No.	Name of Post	No. of posts
1.	System Analyst	02 (one for BCA)
2.	Programmer	02
3.	Supervisor	Civil=01 for BCA Elect=01 EcE=01
4.	Tech. Grade A	Elect.=01 Mech=01 Civil =01 for BCA
5.	Tech. Grade B	Civil=01 W/S=01 EcE=01 for SC
6.	Deputy Registrar (Acad.)	01
7.	Finance Officer	01
8.	Assistant Registrar	02
9.	Deputy Supdt.	02 (one for BCA)
10.	Sr. Library Assistant	01
11.	Counter Assistant	01 (for BCA)
12.	Assistants	03 (1 for SC)
13.	Jr. Stenographer	01
14.	Jr. Storekeeper	01
	Total	26

Application Form and other instructions can be had from 07.02.2005 from office of the Deputy Registrar (GA) on payment of Rs.50/- by cash or by sending a Crossed Bank Draft for Rs.75/- in favour of Director, NIT, Kurukshetra payable at SBI, NIT, Kurukshetra (Code No.6260) alongwith a Self Addressed envelope (23x10 cm). Maximum age limit is 62 years. The application form and instructions sheet can be downloaded from Institute's Website www.nitkkr.nic.in, and www.nitkkr.net.in. However, a bank draft for Rs.50/- towards application fee be invariably sent alongwith such application.

The applications should reach the Deputy Registrar(GA),
NIT, Kurukshetra-136119 on or before 07.03.2005 by 5.30 PM.

Note: Requests received for the dispatch of Application Forms by post after 28.02.2005 shall not be considered. Age limit and qualifications/experience etc. shall be determined as on last date of receipt of applications i.e. 07.03.2005.

R P S Lohchab

(R P S Lohchab)
Registrar

**NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119**

No. GA-I/IV/2005/ 7251

Dated: 22/11/2005

M/s Deepak Advertisers,
3383, 1st Floor,
Sector 15-D,
Chandigarh-160 015

Subject: Publication of Advertisement No.16/2005.

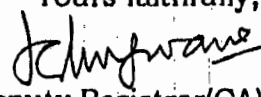
Sir,

Enclosed please find herewith an Advertisement No.16/2005 for publication as Classified Advertisement in the following News Papers immediately in one insertion at the minimum rates:-

1. The Tribune, Chandigarh
2. The Hindustan Times

Encl: As above

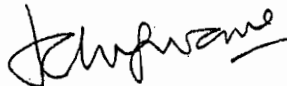
Endst. No. GA/2005/ 7252-56

Yours faithfully,

Deputy Registrar(GA)
for Director

Dated: 22/11/2005

A copy of above along-with a copy of the advertisement No.16/2005 is sent to the following for information and necessary action:-

1. DR(Accounts). The expenditure involved is chargeable to head of Account _____
2. All Chairmen of Teaching Departments
3. Professor In-charge, Institute Website with a request to display the enclosed Advertisement No. 16/2005 and Application Form and Sheet containing general information and instructions on the Institute's Website urgently on priority basis. The required softcopy is sent herewith.
4. Reception Office
5. Notice Boards.


Deputy Registrar (GA)
For Director

**NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119**

Advertisement No. 16/2005

Applications in prescribed form (separate for each post) are invited from Indian Nationals for the following non-teaching posts on contract basis by way of direct recruitment/on deputation/Foreign Service from the Government Departments/reputed Engineering Institutions/Universities/Autonomous Organizations etc.:

Sr.No.	Name of Post	No. of posts
1.	Estate Officer	01
2.	Security Officer	01
3.	Junior Engineer (Mech.)	01
4.	Care-taker-cum-Auditorium Operator	01
5.	Deputy Supdt. to Director	02
	Total	06

Application Form and other instructions can be had from the office of the Deputy Registrar (GA) from 1.12.2005 on payment of Rs.50/- by cash or by sending a Crossed Bank Draft for Rs.75/- in favour of Director, NIT, Kurukshetra payable at SBI, NIT, Kurukshetra (Code No.6260) alongwith a self addressed envelope (23x10 cm). Maximum age limit is 62 years. The application form and instructions sheet can be downloaded from Institute's Website www.nitkkr.nic.in, and www.nitkkr.net.in. However, a bank draft for Rs.50/- towards application fee be invariably sent alongwith such application. The applications should reach the **Deputy Registrar(GA), NIT, Kurukshetra-136119 on or before 30.12.2005 by 5.30 PM.**

Note: Requests received for the dispatch of Application Forms by post after 23.12.2005 shall not be considered. Age limit and qualifications/experience etc. shall be determined as on last date of receipt of applications i.e. 30.12.2005.


Registrar

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**NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119**

No. GA-I/IV/2006/ 3496

Dated: 12/4/06

M/s Deepak Advertisers,
3383, 1st Floor,
Sector 15-D,
Chandigarh-160 015

Subject: Publication of Advertisement No.3/2006.

Sir,

Enclosed please find herewith an Advertisement No.3/2006 for publication as Classified Advertisement in the following News Papers immediately in one insertion at the minimum rates:-

1. The Tribune, Chandigarh
2. The Hindustan Times

Yours faithfully,

[Signature]
Deputy Registrar (GA)
O/c for Director

Encl: As above

Not on Original

Endst. No. GA/2006/ 3497

Dated: 12/4/06

A copy of above along-with a copy of the advertisement No.3/2006 is sent to the following for information and necessary action:-

1. All Chairmen of Teaching Departments/Sectional Heads.
2. Professor In-charge, Institute Website with a request to display the enclosed Advertisement No.03/2006 and Application Form and Sheet containing general information and instructions on the Institute's Website urgently on priority basis. The required softcopy is sent herewith.
3. DR(Accounts).
4. Dealing Assistants GAI, for further necessary action with regard to fill up the contractual posts as per details enclosed here with.
5. Reception Office
6. Notice Boards

[Signature]
Deputy Registrar (GA)
O/c

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**NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119**

Advertisement No. 3/2006

WALK -IN-INTERVIEW

The following vacant non-teaching posts are to be filled on contract basis by way of direct recruitment/on deputation/Foreign Service from the Government Departments/reputed Engineering Institutions/Universities/Autonomous Organizations etc.:

Sr.No.	Name of Post	No. of posts
1.	Finance Officer	01
2.	Deputy Registrar (Academic)	01
3.	Deputy Registrar (GA & Legal)	01
4.	Assistant Registrar	02
5.	Assistant Registrar (Accounts)	01
	Total	06

Interested candidates may report for interview in the Institute alongwith applications, all originals and attested copies of certificates for the said posts on 23.4.2006 at 10.00 a.m. in the Board Room of the Institute. The candidates, who have applied earlier for any of above posts under Advt. No.1/2005 and consider themselves eligible and suitable, may also report for interview on the said date and time. For detailed information and qualifications/experience etc., please visit our Website: www.nitkkr.org.

10/4/2006

(R P S Lohchab)

Registrar

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NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119

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Minutes of the meeting of the Selection Committee held on 9th February, 2006 at 11.00 AM in the Board Room, NIT Kurukshetra.

Present :

- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay
Director,
NIT, Kurukshetra | In Chair |
| 2. | Sh. Yudhbir Singh Khyalia
Registrar,
K.U.Kurukshetra | Member |
| 3. | Dr. V.K. Gupta,
Director-Principal,
C.R.S.C.E, Murthal (Sonipat) | Member. |
| 4. | Sh. AVNS Sastry
Desk Officer,
Representative MHRD,
New Delhi. | Member |
| 5. | Sh. R.P.S.Lohchab
Registrar,
NIT, Kurukshetra. | Member |

Subject : Recruitment to the post of Security Officer in the Scale of Pay of Rs. 5000-150-8000/- on contract basis for initial period of two years subject to extension of one year.

The vacancy for Security Officer was advertised in The Tribune and The Hindustan Times. 3 candidates applied for the post and all were called for the interview.

Out of the above 3 candidates, the following 2 candidates appeared for interview before the Selection Committee:-

1. Sh. Om Parkash Kadian
2. Sh. Surinder Kumar Kashyap

The Selection Committee recommends Sh. Om Parkash Kadian for recruitment to the post of Security Officer on contract basis for a period of two years subject to extension of one year.

The Selection Committee further recommends that Sh. Om Parkash Kadian be paid consolidated salary of Rs.10000/- per month.

The Committee further recommends that Sh. Kadian be allotted rent free suitable accommodation at the campus.

(Yudhbir Singh Khyalia)

(Dr. V.K. Gupta)

(AVNS Sastry)

(R.P.S. Lohchab)

(M.N. Bandyopadhyay)

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

Annexure D

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Minutes of the Meeting of the Selection Committee held on 27.5.2006 at 12.30 PM
in the Senate Hall of the Institute.

Present :

- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay
Director,
NIT, Kurukshetra. | In Chair |
| 2. | Dr. P.J. George, Professor,
Electronics Sc. Deptt.
K.U. Kurukshetra. | Member |
| 3. | Dr. Dinesh Chutani, Head DCSE.,
G.J. University, Hisar. | Member |
| 4. | Dr. Brahmjit Singh, Chairman,
E&CE, Deptt., NIT, Kurukshetra. | Member |
| 5. | Sh. R.P.S. Lohchab, Registrar,
NIT, Kurukshetra. | Member |

Subject : Recruitment to the post of System Analyst in the Scale of Pay
Rs.8000-13500 on contract basis for initial period of two years subject to
extension of one year.

The vacancy was advertised in The Tribune and The Hindustan Times. 15
candidates have applied for the post. The following 15 candidates were called for test and
interview : -

- | | |
|------------------------|--------------------------------|
| 1. Sh. Prithi Singh | 9. Sh. Praveen Kumar Ramtekkar |
| 2. Sh. Sanjeev Dhawan | 10. Sh. Jatinder Kumar |
| 3. Sh. Yogendar Sharma | 11. Ms. Prakriti Aggarwal |
| 4. Ms. Anu Bala | 12. Sh. Kirti Singh |
| 5. Sh. Adarsh | 13. Sh. Kamal Deep |
| 6. Sh. Manish Sharma | 14. Sh. Naveen Babbar |
| 7. Sh. Pardeep Kumar | 15. Sh. Mohinder Singh. |
| 8. Sh. Sandeep Kumar | |

Out of the above, the following 04 candidates appeared for the test.

1. Sh. Prithi Singh
2. Sh. Munish Sharma
3. Ms. Anu Bala
4. Sh. Mohinder Singh

The following 03 candidates appeared for interview before the Selection Committee.

1. Sh. Prithi Singh
2. Sh. Munish Sharma
3. Sh. Mohinder Singh

The Selection Committee recommends the following on contract basis as
per notified terms and conditions: -

Sh. Prithi Singh

R.P.S. Lohchab
(R.P.S. Lohchab)

Brahmjit Singh
(Brahmjit Singh)

Dinesh Chutani
(Dinesh Chutani)

P.J. George
(P.J. George)

M.N. Bandyopadhyay
(M.N. Bandyopadhyay)

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

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**Minutes of the Meeting of the Selection Committee held on 27.5.2006 at 3.30 PM
in the Senate Hall of the Institute.**

Present :

- | | | |
|----|---|----------|
| 1. | Dr. M.N. Bandyopadhyay
Director,
NIT, Kurukshetra. | In Chair |
| 2. | Dr. Rakesh Sehgal, Professor,
Mechanical Engg. Deptt.
NIT, Hamirpur. | Member |
| 3. | Sh. P.K. Sood,
Workshop Superintendent,
NIT, Hamirpur. | Member |
| 4. | Dr. Sudhir Kumar, Acting Chairman,
Mechanical Engg. Department,
NIT, Kurukshetra. | Member |
| 5. | Sh. R.P.S. Lohchab,
Registrar,
NIT, Kurukshetra. | Member |

Subject : Recruitment to the post of Technician Grade 'A' (Mech.) in the Scale of Pay Rs.5000-150-8000 on contract basis for initial period of two years subject to extension of one year.

The post was advertised in The Tribune and The Hindustan Times. 19 candidates have applied for the post. The following 14 candidates were called for test and interview :-

- | | |
|-------------------------|-----------------------------|
| 1. Sh. Rajesh Kumar | 8. Sh. Rishi Pal |
| 2. Sh. Paramjeet Singh | 9. Sh. Shiv Shankar |
| 3. Sh. Gaurav Sharma | 10. Sh. Ravi Dutt |
| 4. Sh. Vinod Kumar | 11. Sh. Sachin |
| 5. Sh. Jawahar Lal | 12. Sh. Chander Mohan Verma |
| 6. Sh. Manmohan | 13. Sh. Naresh Kumar |
| 7. Sh. Amit Kumar Pahwa | 14. Sh. Surender Pal |

Out of the above, the following 09 candidates appeared for the test.

- | | |
|---|---|
| 1. Sh. Rajesh Kumar
S/o Sh. Manohar Lal | 6. Sh. Ravi Dutt
S/o Sh. Anant Ram |
| 2. Sh. Paramjeet Singh
S/o Sh. Sham Lal | 7. Sh. Sachin
S/o Sh. Ram Neval |
| 3. Sh. Gaurav Sharma
S/o Sh. S.N. Sharma | 8. Sh. Naresh Kumar
S/o Sh. Shamsher Singh |
| 4. Sh. Jawahar Lal
S/o Sh. Mihaan Singh | 9. Sh. Surender Pal,
S/o Sh. Mangat Singh |
| 5. Sh. Rishi Pal
S/o Sh. Surat Singh | |

From over leaf: -

The following 09 candidates appeared for interview before the Selection Committee.

- | | |
|---|---|
| 1. Sh. Rajesh Kumar
S/o Sh. Manohar Lal | 6. Sh. Ravi Dutt
S/o Sh. Anant Ram |
| 2. Sh. Paramjeet Singh
S/o Sh. Sham Lal | 7. Sh. Sachin
S/o Sh. Ram Neval |
| 3. Sh. Gaurav Sharma
S/o Sh. S.N. Sharma | 8. Sh. Narash Kumar
S/o Sh. Shamsher Singh |
| 4. Sh. Jawahar Lal
S/o Sh. Miham Singh | 9. Sh. Surender Pal
S/o Sh. Mangat Singh |
| 5. Sh. Rishi Pal
S/o Sh. Surat Singh | |

The Selection Committee recommends the following on contract basis as per notified terms and conditions: -

1. Gaurav Sharma s/o sh. S. N. Sharma

R.P.S. Lohchab
(R.P.S. Lohchab) 27/9/2006

Sudhar Kumar
(Sudhar Kumar) 27/9/2006

P.K. Sood
(P.K. Sood)

Rakesh Sehgal
(Rakesh Sehgal)

M.N. Bandyopadhyay
(M.N. Bandyopadhyay) 27/9/2006

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

309 93.

Minutes of the Meeting of the Selection Committee held on 27.5.2006 at 4.30 PM
in the Senate Hall of the Institute.

Present :

- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay
Director,
NIT, Kurukshetra. | In Chair |
| 2. | Dr. (Mrs.) R. Chandra
Scientist - E, Librarian (INMAAS),
Alaknanda, New Delhi. | Member |
| 3. | Sh. Yoginder Singh,
Librarian,
IIT, Roorkee. (Uttar Anchal). | Member |
| 4. | Dr. Krishan Gopal, Librarian,
NIT, Kurukshetra. | Member |
| 5. | Sh. R.P.S. Lohchab
Registrar,
NIT, Kurukshetra. | Member |

Subject : Recruitment to the post of Sr. Library Assistant in the Scale of Pay of Rs. 5000-150-8000 on contract basis for initial period of two years subject to extension of one year.

The post was advertised in The Tribune and The Hindustan Times. 46 candidates have applied for the post. The following 13 candidates were called for test and interview :-

- | | | | |
|----|-----------------------------|-----|------------------------|
| 1. | Sh. Rajeev Kumar Mishra | 8. | Ms. Amarjit Kaur |
| 2. | Ms. Madhu | 9. | Sh. Bhupinder |
| 3. | Sh. Sumer Chand | 10. | Sh. Rishi Kumar Tiwari |
| 4. | Sh. Mohinder Singh | 11. | Ms. Neeru Chowdhri |
| 5. | Sh. Debabrata Kumar Das | 12. | Sh. Devmani Tiwari |
| 6. | Sh. Shailendra Kumar Shukla | 13. | Ms. Deepika Arora. |
| 7. | Sh. Ashwani Kumar | | |

Out of the above, 09 candidates appeared for the test.

- | | |
|----|-------------------------|
| 1. | Ms. Madhu |
| 2. | Sh. Sumer Chand |
| 3. | Sh. Mohinder Singh |
| 4. | Sh. Debabrata Kumar Das |
| 5. | Sh. Ashwani Kumar |
| 6. | Sh. Bhupinder |
| 7. | Ms. Neeru Chowdhri |
| 8. | Sh. Devmani Tiwari |
| 9. | Ms. Deepika. |

P.T.O.

-2-

From over leaf :-

The following 07 candidates appeared for interview before the Selection Committee.

1. Sh. Sumer Chand
S/o Sh. Ram Singh
2. Sh. Mohinder Singh
S/o Sh. Mangat Ram
3. Sh. Debabrata Kumar Das
S/o Sh. K.K. Das
4. Sh. Ashwani Kumar
S/o Sh. R.B. Singh
5. Sh. Bhupinder
S/o Sh. Buru Ram
6. Ms. Neeru Chowdhri
W/o Sh. Parveen Kadyan
7. Ms. Deepika
D/o Sh. H.B. Singh

The Selection Committee recommends the following on contract basis as per notified terms and conditions: -

1. Sh. Sumer Chand s/o Sh. Ram Singh

R.H. Lohchab

(R.P.S. Lohchab)

h. h. 15/06

(Krishan Gopal)

(Yoginder Singh)

Sh. Chandra
27/5/06
(R. Chandra)

M. 27/5/2006
(M.N. Bandyopadhyay)

NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA - 136 119

(201) 95

Minutes of the Meeting of the Selection Committee held on 26.5.2006 at 4.00 PM in the Senate Hall of the Institute.

Present :

- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay
Director,
NIT, Kurukshetra. | In Chair |
| 2. | Dr. V.K. Gupta, Director-Principal,
CRSCE, Murthal. (Sonipat) | Member |
| 3. | Sh. R.P.S. Lohchab
Registrar,
NIT, Kurukshetra. | Member |

Subject : Recruitment to the post of Assistant in the Scale of Pay Rs. 5000-150-8000 on contract basis for initial period of two years subject to extension of one year.

The vacancy was advertised in The Tribune and The Hindustan Times. 76 candidates have applied for the post. The following 20 candidates were called for test and interview :-

- | | |
|-----------------------|--------------------------|
| 1. Ms. Madhu Bala | 11. Sh. Prem Kumar |
| 2. Smt. Shashi Bala | 12. Sh. Sanjay Mehta |
| 3. Sh. Gulshan Kumar | 13. Sh. Raj Kumar |
| 4. Sh. Harish Kumar | 14. Smt. Prem Kumari |
| 5. Sh. Mohinder Pal | 15. Sh. Rajeev Saini |
| 6. Sh. Sunil Kumar | 16. Ms. Deepika Arora |
| 7. Smt. Sunita Verma | 17. Sh. Narender Kumar |
| 8. Sh. D.B. Srivastav | 18. Sh. Trubhuvan Sharma |
| 9. Ms. Sushma Rani | 19. Sh. Jagdish Kumar |
| 10. Smt. Sushma Rani | 20. Sh. Hazara Singh |

Out of the above, 14 candidates appeared for the test and the following 13 candidates appeared for interview before the Selection Committee.

- | | |
|----------------------|--------------------------|
| 1. Ms. Madhu Bala | 8. Sh. Sanjay Mehta |
| 2. Smt. Shashi Bala | 9. Sh. Raj Kumar |
| 3. Sh. Gulshan Kumar | 10. Smt. Prem Kumari |
| 4. Sh. Mohinder Pal | 11. Sh. Rajeev Saini |
| 5. Sh. Sunil Kumar | 12. Sh. Trubhuvan Sharma |
| 6. Smt. Sunita Verma | 13. Sh. Jagdish Kumar |
| 7. Ms. Sushma Rani | |

The Selection Committee recommends the following on contract basis as per notified terms and conditions in order of merit -

1. Smt. Sunita Verma
2. Sh. Raj Kumar

(R.P.S. Lohchab) *26/5/2006* (V.K. Gupta)

(M.N. Bandyopadhyay) *26/5/2006*

Minutes of the meeting of the Selection Committee held on 18th December, 2005 at 11.00 AM in the office of the Director, NIT Kurukshetra.

Present :

- | | | |
|----|--|----------|
| 1. | Dr. M.N.Bandyopadhyay
Director,
NIT, Kurukshetra | In Chair |
| 2. | Sh. Yudhbir Singh Khyalia
Registrar,
K.U.Kurukshetra | Member |
| 3. | Sh. AVNS Sastry
Desk Officer,
Representative MHRD,
New Delhi. | Member |
| 4. | Sh. N.Bhaskar,
PS to Director (Staff Officer),
IIT, Delhi. | Member |
| 5. | Sh. R.P.S.Lohchab
Registrar,
NIT, Kurukshetra. | Member |

Subject : Recruitment to the post of Stenographer Jr. in the Scale of Pay Rs. 4000-100-6000/- on contract basis for initial period of two years subject to extension of one year.

The vacancy was advertised in The Tribune, The Hindustan Times and in the Employment News. 31 candidates have applied for the post. The following 11 candidates were called for test and interview :-

1. Ms. Poonam Rani
2. Ms. Madhu Bala
3. Sh. Parveen Kr.
4. Sh. Necraj
5. Sh. Tarun Vadhwa
6. Ms. Rekha Rani
7. Sh. Amit Sharma
8. Sh. Davender Singh
9. Sh. Rajesh Kumar
10. Sh. Vikas Watta
11. Sh. Gagandeep


Contd... 2..

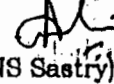
Out of the above, 5 candidates appeared for the test and the following 4 candidates appeared for interview before the Selection Committee.

1. Ms. Madhu Bala
2. Sh. Amit Sharma
3. Sh. Davender Singh
4. Sh. Rajesh Kumar

Selection Committee recommends the following in order of merit:-

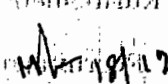
1. Davender Singh


(Yudhbir Singh Khyalia)


(AVNS Sastry)


(N. Bhaskar)


(R.P.S. Lohchab)


(M.N. Bandyopadhyay)

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119**

**Minutes of the meeting of the Selection Committee held on
13th December, 2005 at 12.00 Noon in the office of the Director,
NIT Kurukshetra.**

Present :

- | | | |
|----|--|------------------------|
| 1. | Dr. M.N.Bandyopadhyay
Director,
NIT, Kurukshetra | In Chair |
| 2. | Dr. S.K.Chopra
Head, Computer Centre,
K.U.Kurukshetra. | Member |
| 3. | Sh. AVNS Sastry
Desk Officer,
Representative MHRD,
New Delhi. | Member |
| 4. | Sh. Mukesh Chauhan
Executive Engineer,
Sub-Division Operation,
UHBVNL, Amin,
Distt. Kurukshetra. | Member |
| 5. | Dr. Mayank Dave
Chairman,
Computer Engg. Deptt.
NIT, Kurukshetra. | Member |
| 6. | Sh. Krishan Gopal
Librarian,
NIT, Kurukshetra. | Special Invitee |

Subject : Recruitment to the post of Programmer in the
Scale of Pay Rs. 8000-275-13500/- on contract
basis for initial period of two years subject to
extension of one year.

The vacancy was advertised in The Tribune and The
Hindustan Times. 61 candidates have applied for the post. The
following candidates were called for test and interview :-

1. Sh. Harish Kumar
2. Sh. Hemendra Gaur
3. Ms. Anu Bala
4. Sh. Adarsh
5. Sh. Sandeep Kumar
6. Sh. Pardeep Kumar
7. Sh. Bharat Rattan Batra
8. Sh. Gurvinder Singh

9. Sh. Parveen Kumar
10. Sh. Jitender Kumar
11. Sh. Shwetank Mohan Gaur
12. Ms. Prakriti Aggarwal
13. Sh. Manish Sharma
14. Ms. Kriti Singh
15. Ms. Jyoti Batra
16. Ms. Sapna Gupta
17. Sh. Sumit Gupta
18. Sh. Kamal Deep
19. Sh. Naveen Babbar
20. Sh. Mohinder Singh

Out of the above, 20 candidates the following 9 candidates appeared for test and interview before the Selection Committee.

Sh./Ms.

1. Anu Bala
2. Pardeep Kumar
3. Jitender Kumar
4. Manish Sharma
5. Jyoti Batra
6. Sapna Gupta
7. Kamal Deep
8. Naveen Babbar
9. Mohinder Singh

Selection Committee recommends the following in order of merit:-

1. Sh. Kamal Deep
2. Sh. Pardeep Kumar

(S.K. Chopra)

(AVNS Sastry)

(Mukesh Chauhan)

(Krishan Gopal)

(Mayank Dave)

(M.N. Bandyopadhyay)

18/12/2005

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136 119

300 101

Minutes of the Meeting of the Selection Committee held on 26.5.2006 at 3.00 PM in
the Senate Hall of the Institute.

Present :

- | | | |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay
Director,
NIT, Kurukshetra. | In Chair |
| 2. | Dr. V.K. Gupta, Director-Principal,
CRSCE, Murthal. (Sonapat) | Member |
| 3. | Sh. R.P.S. Lohchab
Registrar,
NIT, Kurukshetra. | Member |

Subject : Recruitment to the post of Deputy Supdt. to Director in the Scale of Pay
Rs. 5500-175-9000 on contract basis for initial period of two years subject
to extension of one year.

The vacancy was advertised in The Tribune and The Hindustan Times. 10
candidates have applied for the post. The following 02 candidates were called for test and
interview : -

1. Ms. Neelam Kumari.
2. Ms. Sushma Arora.

Both candidates appeared for the test and interview.

1. Ms. Neelam Kumari.
2. Ms. Sushma Arora.

The Selection Committee recommends the following on contract basis as per
notified terms and conditions : -

1. Ms. Sushma Arora
2. Ms. Neelam Kumari

R/Mohchab
26/5/2006
(R.P.S. Lohchab)

V.K. Gupta
(V.K. Gupta)

M.N. Bandyopadhyay
26/5/2006
(M.N. Bandyopadhyay)

LEGAL OPINION

I have gone through the relevant documents enclosed. With the upgradation of the Institute as National Institute of Technology, with the status of Deemed University, by Govt. of India, the nature of responsibilities of the Institute has increased manifold. Since earlier the Regional Engineering College was affiliated to Kurukshetra University, Kurukshetra. It was neither the examining body nor conducting examinations nor conferring degrees on its own. But now it is conducting examinations, making all sort of arrangements necessary for conducting examinations like processing examinations forms, issuing roll nos. issuing and collecting answer sheets, getting these evaluated by maintaining secrecy, preparing results and also conferring degrees, besides undertaking other responsibilities of a University. For all these responsibilities non-teaching staff has to be recruited/promoted on regular basis against sanctioned regular posts for efficient working. But there has been ban on recruitment of the non-teaching staff. The Govt. of India, Ministry of Human Resource Development also vide its letter dated 28.05.2003 issued instructions that no recruitment/promotions should be effected until new service rules are notified by the Ministry. Due to the ban on recruitments since 1996 and frequent retirements of the non-teaching staff, vacancies were increasing and it had become very difficult to run classes, labs, various departments and various administrative office smoothly. As it is clear that as on 1.9.2004 out of the total 481 sanctioned teaching supporting and other non-teaching posts 137 posts were lying vacant. Which could not be filled up due to ban imposed on recruitments, which rose to 166 in Nov. 2005. The Chairmen of the respective Departments and Heads of Sections had been pressing very hard to fill up the teaching supporting and other non-teaching posts as the work has increased manifold. The Board of Governors in its 6th meeting held on 30.9.2004 approved the filling of some of the posts which were minimal and essential requirement for running the administration, laboratories and classes, by direct recruitment on Contract basis. Out of the said posts as allowed by the BOG only 20 posts were filled up and out of these only 13 were filled up by direct recruitment whereas 7 were filled up by way of promotions. Out of these 13 persons 8 are internal candidates whereas 5 are external candidates. As remaining 15 posts could not be filled up as per the directions of MHRD, as these were advertised for the special recruitment drive of SC/ST. The above said posts were filled up by following the same rules and regulations as were required for filling up the regular posts. The posts were duly advertised, applications from all eligible candidates were called. Large number of applications from internal as well as external candidates were received. The eligible candidates faced the duly constituted Selection Committees as per the rules and regulations as entailed in the Memorandum of Association approved by the MHRD as well as BOG.

employees. I have also gone through the notings/proposals of the office which are as under :

1. The above persons are working against the vacant non-teaching posts which were filled up by way of direct recruitment by a duly constituted selection Committee as per terms and conditions as approved by the Board as well as Hon'ble Chairman, BOG and also as well as per the rules and regulations entailed in the MOA of the Institute.
2. All the above 13 persons have completed two years of satisfactory services against the above vacant posts (to be completed in some cases in May 2008).
3. It is worth mentioning here that these posts are essentially required for the smooth functioning of the labs/offices and may be covered under the teaching, non-teaching ratio of 1 : 1.5 as suggested by the MHRD/Expenditure Reforms Committee.
4. There will be no additional financial liability on the Central Government as these persons are already drawing the pay scales for the last two years from the regular budget heads meant for these non-teaching posts as per the BOG decision.
5. It will be appreciated that these 13 persons are shouldering the responsibilities with the utmost satisfaction of the authorities and working with hardworking, honesty and dedication to the works allotted to them by their respective Heads/Chairmen.

The question as to regularization as well as the competence of employer to regularize was recently considered by the Hon'ble Supreme Court of India in **SECY. , STATE OF KARNATAKA Vs UMA DEVI(3)** reported as **2006(4)SCC1**, wherein the Hon'ble Supreme Court has held as under :

12. In spite of this scheme, there may be occasions when the sovereign State or its instrumentalities will have to employ persons, in posts which are temporary, on daily wages, as additional hands or taking them in without following the required procedure, to discharge the duties in respect of the posts that are sanctioned and that are required to be filled in terms of the relevant procedure established by the Constitution or for work in temporary posts or projects that are not needed permanently. This right of the Union or of the State Government cannot but be recognised and there is nothing in the Constitution which prohibits such engaging of persons temporarily or on daily wages, to meet the needs of the situation. But the fact that such engagements are resorted to, cannot be used to defeat the very scheme of public employment. Nor can a court say that the Union or the State Governments do not have the right to engage persons in various capacities

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requirement for public employment is respected, there cannot be much difficulty in coming to the conclusion that it is ordinarily not proper for the Courts whether acting under Article 226 of the Constitution or under Article 32 of the Constitution, to direct absorption in permanent employment of those who have been engaged without following a due process of selection as envisaged by the constitutional scheme.

17. We have already indicated the constitutional scheme of public employment in this country, and the executive, or for that matter the court, in appropriate cases, would have only the right to regularise an appointment made after following the due procedure, even though a non-fundamental element of that process or procedure has not been followed. This right of the executive and that of the court would not extend to the executive or the court being in a position to direct that an appointment made in clear violation of the constitutional scheme, and the statutory rules made in that behalf, can be treated as permanent or can be directed to be treated as permanent.

19. One aspect arises. Obviously, the State is also controlled by economic considerations and financial implications of any public employment. The viability of the department or the instrumentality of the project is also of equal concern for the State. The State works out the scheme taking into consideration the financial implications and the economic aspects. Can the court impose on the State a financial burden of this nature by insisting on regularisation or permanence in employment, when those employed temporarily are not needed permanently or regularly? As an example, we can envisage a direction to give permanent employment to all those who are being temporarily or casually employed in a public sector undertaking. The burden may become so heavy by such a direction that the undertaking itself may collapse under its own weight. It is not as if this had not happened. So, the court ought not to impose a financial burden on the State by such directions, as such directions may turn counterproductive.

53. One aspect needs to be clarified. There may be cases where irregular appointments (not illegal appointments) as explained in *S.V. Narayanappa*¹¹¹, *R.N. Nanjundappa*²¹² and *B.N. Nagarajan*⁸ and referred to in para 15 above, of duly qualified persons in duly sanctioned vacant posts might have been made and the employees have continued to work for ten years or more but without the intervention of orders of the courts or of tribunals. The question of regularisation of the services of such employees may have to be considered on merits in the light of the principles settled by this Court in the cases abovereferred to and in the

instrumentalities should take steps to regularise as a one-time measure, the services of such *irregularly* appointed, who have worked for ten years or more in duly sanctioned posts but not under cover of orders of the courts or of tribunals and should further ensure that regular recruitments are undertaken to fill those vacant sanctioned posts that require to be filled up, in cases where temporary employees or daily wagers are being now employed. The process must be set in motion within six months from this date. We also clarify that regularisation, if any already made, but not sub judice, need not be reopened based on this judgment, but there should be no further bypassing of the constitutional requirement and regularising or making permanent, those not duly appointed as per the constitutional scheme.

55. In cases relating to service in the Commercial Taxes Department, the High Court has directed that those engaged on daily wages, be paid wages equal to the salary and allowances that are being paid to the regular employees of their cadre in government service, with effect from the dates from which they were respectively appointed. The objection taken was to the direction for payment from the dates of engagement. We find that the High Court had clearly gone wrong in directing that these employees be paid salary equal to the salary and allowances that are being paid to the regular employees of their cadre in government service, with effect from the dates from which they were respectively engaged or appointed. It was not open to the High Court to impose such an obligation on the State when the very question before the High Court in the case was whether these employees were entitled to have equal pay for equal work so called and were entitled to any other benefit. They had also been engaged in the teeth of directions not to do so. We are, therefore, of the view that, at best, the Division Bench of the High Court should have directed that wages equal to the salary that is being paid to regular employees be paid to these daily-wage employees with effect from the date of its judgment. Hence, that part of the direction of the Division Bench is modified and it is directed that these daily-wage earners be paid wages equal to the salary at the lowest grade of employees of their cadre in the Commercial Taxes Department in government service, from the date of the judgment of the Division Bench of the High Court. Since, they are only daily-wage earners, there would be no question of other allowances being paid to them. In view of our conclusion, that the courts are not expected to issue directions for making such persons permanent in service, we set aside that part of the direction of the High Court directing the Government to consider their cases for regularisation. We also notice that the High Court has not adverted to the aspect as to whether it

appeals filed by the State would stand allowed to that extent. If sanctioned posts are vacant (they are said to be vacant) the State will take immediate steps for filling those posts by a regular process of selection. But when regular recruitment is undertaken, the respondents in CAs Nos. 3595-612 and those in the Commercial Taxes Department similarly situated, will be allowed to compete, waiving the age restriction imposed for the recruitment and giving some weightage for their having been engaged for work in the Department for a significant period of time. That would be the extent of the exercise of power by this Court under Article 142 of the Constitution to do justice to them.

It is true that the above said posts filled up by way of direct recruitment on contract basis by following the due procedure, by calling the applications from eligible internal as well as external candidates, they were interviewed by the duly constituted Selection Committees as per the new MOA. The candidates selected are fully qualified and the posts those were filled up are essentially required for smooth functioning of Laboratories/Offices and also that the posts those were filled up are duly sanctioned posts and also there is no additional financial liability. Moreover, it is also not practicable to advertise these posts, which are essential, time and again, as the new service rules has also not been notified so far by the Govt. of India and these employees are working to the complete satisfaction of the Institute, but so far the question of their regularization at this stage is concerned, it does not deem proper in view of the law laid down by the Hon'ble Supreme Court of India, but since the posts were filled by following due procedure by the duly constituted Selection Committees and the posts are duly sanctioned posts and also are essentially required for smooth functioning of the Institute and also it is not practically feasible to advertise these posts time and again as it also affects the efficiency of the employees who are otherwise working to the complete satisfaction of the Institute and the new service rules has also not been notified so far by the Govt. of India, and it is also not legally permissible to replace the contract employees with new contract employees so these employees can be allowed to continue temporarily till the new rules are notified by the Govt. of India as the Govt. of India, Ministry of Human Resource Development has also issued instructions that no recruitment/promotions should be effected until new service rules are notified by the Ministry.

CHANDIGARH
MARCH 25, 2008


(AMARJIT SINGH VIRK)
ADVOCATE

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

No.Gen.-I/5858

Dated: 27.6.08

OFFICE ORDER

The following persons possessing the prescribed qualifications as per rules of the Institute, who were appointed on contract basis for two years with a provision of 1 year's extension in the prescribed pay scales of the post (s) after having been selected by duly constituted Selection Committees against the posts advertised on all India Basis, will continue temporarily on their existing positions till further orders as per their other existing terms and conditions of appointments already made. These persons have already completed two years of service satisfactorily and their services are further required by the Institute:

Sr. No.	Name of the person	Designation	Pay Scale (Rs.)
1.	Sh.Prithi Singh.	System Analyst	8000-13500
2.	Sh.Kamal Deep	Programmer	8000-13500
3	Sh.Pardeep Kumar	Programmer	8000-13500
4.	Mrs.Sushma Rani	DS to Director	5500-9000
5.	Mrs.Neelam Kumari	DS to Director	5500-9000
6	Sh.Gaurav Sharma	Tech. Grade A	5000-8000
7.	Sh.Sumer Chand	Sr. Library Asstt.	5000-8000
8.	Sh. Raj Kumar	Assistant	5000-8000
9.	Sh. Davender Singh	Jr. Stenographer	4000-6000

The implementation of this order will not involve any additional financial liability on the Institute. They will draw their salary against the respective vacant non-teaching posts under Non-Plan budget.


Assistant Registrar (General)
For Director

All concerned.

Copy to:

1. Chairmen of the respective departments.
2. Heads of the respective Sections.
3. Deputy Registrar (GA & Legal).
4. Assistant Registrar (Accounts).
5. PS to Director for kind information of the Director.
6. PA to Registrar for kind information of the Registrar.
7. Personal files of the concerned persons.

Item 14.48 To note the status of deputation of Sh. Sandeep Singhal with the AICTE in view of directions of Hon'ble High Court of Delhi passed in Writ Petition (c) 6307 of 2008 Dr. Bhupendra Kumar Sarma & Anr. Vs. AICTE & Ors.

Sh. Sandeep Singhal, Lecturer, Mechanical Engineering Department of this Institute is on deputation with AICTE w.e.f. 30.9.2003 to 29.9.2008 on year to year basis. His case for the grant of extension in deputation was placed before the BOG in its 13th meeting held on 24.1.2008. The Board decided as under:-

"The Board ratified the action taken by the Chairman, Board of Governors for granting extension in deputation of Sh. Sandeep Singhal, Mechanical Engineering Department with AICTE as Deputy Director for the period 30.9.2007 to 29.9.2008.

The Board, however, noted that the AICTE has extended his deputation upto 29.3.2008 only."

The above decision of the Board was conveyed to him vide this office letter No. Estt.-1/PF/2582 dated 7.3.2008.

He requested vide letter dated 13.8.2008 to extend his deputation as per revised Govt. of India rules for one more year i.e. from 30.9.2008 to 29.9.2009. He was informed vide this office letter No. Estt.-1/PF/9137 dated 15.9.2008 that his request for extension of deputation for one more year from 30.9.2008 to 29.9.2009 cannot be acceded to as per rules of the Institute. He was directed to join the Institute after the expiry of deputation period i.e. 30.9.2008.

Dr. B.K. Sarma and Dr. Sandeep Singhal filed a writ petition No. 6307 of 2008 before the Hon'ble High Court of Delhi at New Delhi for praying therein that they may be permanently absorbed on the post of Assistant Director and Deputy Director respectively against the direct recruitment quota in terms of regulation 6 of AICTE recruitment Regulations 2007 and the AICTE may be restrained from filling up any vacancy of Assistant Director as well as Deputy

Director without giving them an opportunity for consideration the respective posts. The Hon'ble Court was pleased to direct the respondents to maintain status quo as of today during the pendency of said writ petition (copy enclosed as Appendix -XXXXIV pages 401 to 406). Next date of hearing is fixed for 26.3.2009.

The Dy. Director (Admn), AICTE issued office order dated 6.1.2008 (copy enclosed as Appendix-XXXXV page 407) stating therein that in continuation of Office Order No. 267 dated 28.4.2008 and in compliance of Hon'ble High Court's directions dated 8.9.2008 in Writ Petition © 6307/2008 and CM No. 12041/2008 (filed by Dr. B.K. Sarma & others vs AICTE & others), the tenure of deputation appointment of Sh. Sandeep Singhal, Deputy Director is hereby extended w.e.f. 30.9.2008 till further orders.

The Board may note the orders passed by the Hon'ble High Court of Delhi for maintaining the status quo as of today during the pendency of said writ petition.

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ARUNABH CHOWDHURY

ADVOCATE

APPENDIX-XXXXIV

13 20

BY HAND

11.09.2008

1 ~~AN India Council for Technical Education,~~ 2 ~~Govt. of Assam,~~
Through its Members Secretary,
7th Floor, Chanderlok Building,
Janpath, Connaught Place,
New Delhi 110001. Through its Under Secretary,
Education (Higher) Department,
Dispur,
Assam.

✓ ~~National Institute of Technology,~~
Through its Registrar,
Kurukshetra,
Haryana

RE: **WRIT PETITION (C) NO.6307 OF 2008**
Dr. Bhupendra Kumar Sarma & Anr.
Versus
All India Council for Technical Education & Ors.

Dear Sir,

I am concerned for my Client, Dr. Bhupendra Kumar Sarma and Mr. Sandeep Singhal, the Petitioners in the abovementioned matter pending before the Hon'ble Delhi High Court. PLEASE TAKE NOTICE that the abovementioned matter was listed on 8.9.2008 before a Bench comprising of Hon'ble Mr. Justice Siddharth Mridul of the Hon'ble Delhi High Court when the Hon'ble Court while issuing notice to the Respondent to show cause why Rule Nisi be not issued returnable on 31.10.2008 has by an Interim Order directed the Respondents to maintain status quo as of today. I am enclosing herewith the certified copy of the Order dated 8.9.2008 for your reference, record and compliance. I am also enclosing herewith the copy of the Writ Petition.

Please note that the matter is listed before the Hon'ble Delhi High Court on 31.10.2008. Kindly ensure compliance with the Order dated 8.9.2008 passed by the Hon'ble Delhi High Court

Thanking you,

Yours faithfully,

(Arunabh Chowdhury)
(ARUNABH CHOWDHURY)

Encl As above.

Most urgent
Dr. (S.A. + GA) / AM
17/9
DS (GA) / GA-I
17/9/08
11/9/08

DASTI

No. 26157 W /DIHC/WRITS/D-4/2008
NDOH 31.10.2008 Dated 10-9-08

From,

The Registrar General
Delhi High Court
New Delhi

To,

1. Dr. Bhupinder Kumar Sarma, S/o Dr. Narendra Nath Sarma, R/o C-403, Vijaya Apartments, Ahinsa Khand-II, Indrapuram, Ghaziabad, U.P
2. Sh. Sandeep Singhal, S/o Surender Singhal, R/o SD-395, Shastri Nagar, Ghaziabad, U.P
3. All India Council for Technical Education, through its Members Secretary, 7th Floor, Chanderlok Building, Janpath, Connaught Place, New Delhi-1
4. Govt. of Assam, Education (Higher) Department, Dispur, Assam, through its Under Secretary
- ✓ 5. National Institute of Technology, Kurukshetra, Haryana, through its Registrar

CIVIL MISC. PETITION NO.- 12041/2008
AND
WRIT PETITION (C) NO.- 6307/2008

Dr. Bhupendra Kumar Sarma and others
Vs.

....Petitioner/s

AICTE and others

....Respondent/s

Sir,

I am directed to forward herewith for information and immediate compliance/necessary action a copy of order dated 8.9.2008 passed by Hon'ble Mr. Justice Siddharth Mridul of this Court in the above noted case alongwith a copy of Memo of parties.

Please acknowledge receipt.

Yours faithfully,


Asstt. Registrar (Writs)
for Registrar General



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IN THE HIGH COURT OF DELHI AT NEW DELHI

EXTRA ORDINARY CIVIL WRIT JURISDICTION

WRIT PETITION (CIVIL) No. 6307 OF 2008

IN THE MATTER OF :

Dr. Bhupendra Kumar Sarma and Another.

Petitioners

Versus

All India Council for Technical Education and Others. Respondents

MEMO OF PARTIES

IN THE MATTER OF :

1. Dr. Bhupendra Kumar Sarma,
S/o Dr. Narendra Nath Sarma,
R/o C-403 Vijaya Apartments,
Ahinsa Khand-II, Indirapuram,
Ghaziabad, Uttar Pradesh.
2. Sandeep Singhal,
S/o Surender Singhal,
R/o SD-395, Shastri Nagar,
Ghaziabad, Uttar Pradesh.

PETITIONERS

Versus

1. ✓ All India Council for Technical Education,
A statutory body of the Government of India,
Through its Members Secretary,
7th Floor, Chanderlok Building,
Janpath, Connaught Place,
New Delhi-110 001.
2. ✓ Government of Assam,
Education (Higher) Department,
Dispur, Assam,
Through its Under Secretary.

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3. National Institute of Technology,
Kurukshetra,
Haryana.
Through its Registrar.

.....CONTESTING RESPONDENTS.

PETITIONERS

THROUGH

Arunabh Chowdhury
(ARUNABH CHOWDHURY)
ADVOCATES FOR THE PETITIONER
A/137, DEFENCE COLONY,
NEW DELHI

DATED: ~~24~~ 8.2008

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* IN THE HIGH COURT OF DELHI AT NEW DELHI

+ W.P.(C) 6307/2008

DR. BHUPENDRA KUMAR SHARMA & ORS

..... Petitioner

Through: Mr. Rajiv Sr. Adv. with
Mr. Arunabh Chaudhary and
Mr. Arijit Bhaumik, Advs.

versus

A.I.C.T.E. & ORS

..... Respondent

Through: None.

CORAM:

HON'BLE MR. JUSTICE SIDDHARTH MRIDUL

ORDER

08.09.2008

%

CM 12042/2008

Exemption allowed subject to all just exceptions.

Application is disposed of accordingly.

WP(C) 6307/2008 and CM 12041/2008

Mr. Nayar, learned senior counsel appearing on behalf of the petitioner submits that connected writ petitions being WP(C) No. 3874 of 2008 and WP(C) No. 2392 of 2008 are pending adjudication before this Court. He invites my attention to the order dated 29th July, 2008 in WP(C) No. 3874 of 2008 and order dated 5th August, 2008 in WP(C) No. 2392 of 2008 to urge that

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during the pendency of the writ petition the respondents ought to be directed to maintain status quo as of today.

Issue notice to the respondents to show cause why rule nisi be not issued on the petitioner taking necessary steps within two days, returnable on 31st October, 2008.

In the meantime the respondents would maintain status quo as of today.

Dasti.


SIDDHARTH MRIDUL, J.

SEPTEMBER 08, 2008

mk



Handwritten signature and stamp at the bottom of the page.



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अखिल भारतीय तकनीकी शिक्षा परिषद् ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

(भारत सरकार का एक सांविधिक निकाए) (A STATUTORY BODY OF THE GOVT. OF INDIA)

No.F.101-164/BI/Adm/S/2003/ 891

January 6, 2009

OFFICE ORDER

In continuation of Office Order No. 267 dated 28.04.08 and in compliance of Hon'ble High Court's directions dated 08.09.2008 in Writ Petition © 6307/2008 and CM No.12041/2008 (filed by Dr. B.K. Sarma & others vs AICTE & others), the tenure of deputation appointment of Sh. Sandeep Singhal, Deputy. Director is hereby extended w.e.f. 30.09.2008 till further orders.

This is issued with the approval of the Competent Authority.

Narender Singh
(Narender Singh)
Dy. Director (Admn)

Sh. Sandeep Singhal, (On deputation)
Deputy Director & R.O.,
All India Council for Technical Education
Southern Regional Office
Chennai.

N.I.T. KURUKSHETRA						
ANO. 384 Date 16/1/09						
R	DD	DA	DA	CVO	CoE	C
E	M					
Hu						
PE						

Copy to :

1. PS to CM/ PS to MS
2. The Asstt. Registrar, National Institute of Technology (Deemed University), Kurukshetra – 136 119.
3. Financial Adviser
4. All Advisers, (Admn/PC/Academic/FD/RID/UG-PG/QA)
5. Director (Admn)/ Director (Legal)/ Dy. Director (Admn)
6. DDO, AICTE
7. All Regional Offices, AICTE.
8. AO(E)/AO(A-III)/AO(Fin)/Hindi Officer/Asstt. Librarian.
9. Office Order file.

Narender Singh
(Narender Singh)
Dy. Director (Admn)

Item 14.49 To consider recommendations of the Sixth Central Pay Commission relating to encashment of leave.

The Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training), Government of India, New Delhi has issued Office Memorandum No. 14028/3/2008-Estt.(L) dated 25th Sept., 2008(copy enclosed as Appendix -XXXXXVI at pages 409) regarding encashment of leave to Central Government Employees. As per decision of Govt. of India according to Sixth Pay Commission recommendations in supersession of all earlier orders on the subject, both Earned Leave and Half Pay Leave shall be considered for encashment of leave subject to overall limit of 300 days. The cash equivalent payable for Earned Leave shall continue unchanged. However cash equivalent payable for Half Pay Leave shall be equal to leave salary as admissible for Half Pay Leave plus Dearness allowance admissible on the leave salary without any reduction being made on account of pension and pension equivalent of other retirement benefits payable. To make up the shortfall in Earned Leave, no commutation of half pay leave shall be permissible. These orders of this Office Memorandum shall be effective from 1st Sept., 2008.

The Institute is following the Central Govt. rules regarding leave encashment to its employees. Accordingly the latest rules on leave encashment issued by the Central Govt. in view Sixth Central Pay Commission's recommendations may also be made applicable to the Institute employees w.e.f. 1st September, 2008 in terms of the Govt. of India, Office Memorandum dated 25th September, 2008 as referred to above.

The Board of Governors may consider and decide.

No.14028/3/2008-Estt.(L)
Government of India
Ministry of Personnel, Public Grievances & Pensions
[Department of Personnel & Training]

APPENDIX-XXXXVI

.....
New Delhi, the 25th September, 2008.

OFFICE MEMORANDUM

Subject:- Recommendations of the Sixth Central Pay Commission relating to encashment of leave in respect of Central Government civilian employees.

.....
Consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to encashment of leave in respect of Central Government civilian employees, the President is pleased to decide that in supersession of all earlier orders on the subject, both Earned Leave and Half Pay Leave shall be considered for encashment of leave subject to overall limit of 300 days. The cash equivalent payable for Earned Leave shall continue unchanged. However, cash equivalent payable for Half Pay Leave shall be equal to leave salary as admissible for Half Pay Leave *plus* Dearness Allowance admissible on the leave salary without any reduction being made on account of pension and pension equivalent of other retirement benefits payable. To make up the shortfall in Earned Leave, no commutation of Half Pay Leave shall be permissible. The Cash equivalent for half pay leave component shall, henceforth, be calculated in the manner indicated below:-

$$\text{Cash payment in lieu of half pay leave component} = \frac{\text{Half pay leave salary admissible on the date of retirement plus Dearness Allowance admissible on that date}}{30} \times \text{Number of days of half pay leave at credit subject to the total of earned leave and HPL at credit not exceeding 300 days.}$$

2. These orders shall take effect from 1st September, 2008.
3. Formal amendments to the Central Civil Services (Leave) Rules, 1972 are being issued separately.
4. In so far as persons serving in the Indian Audit & Accounts Departments are concerned, these orders are issue in consultation with the Comptroller & Auditor General of India.
5. Hindi version will follow.


(Simmi R. Nakra)
Director(P&A)

To

All Ministries/Departments of the Govt. of India, etc. (As per standard mailing list).

Item 14.50 To consider and approve the minutes of the 12th meeting of the Senate, National Institute of Technology, Kurukshetra held on 19.1.2009.

The minutes of only two items of the 12th meeting of the Senate of National Institute of Technology, Kurukshetra held on 19.1.2009 under the Chairmanship of Director, NIT, Kurukshetra are enclosed as Appendix - ~~XXXXVII~~ from page 411 to 415 which are of urgent nature. The agenda of the same is placed on the table.

The Board of Governors may consider and approve these minutes.

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

Part minutes of the 12th meeting of the Senate, (Reference item 12.4 & 12.7), National Institute of Technology, Kurukshetra held on Monday, 19th January, 2009 at 11.00 A.M in the Senate Hall of the Institute

The following were present:-

- | | | |
|----|---|------------------|
| 1. | Dr. M.N.Bandyopadhyay
Director
NIT, Kurukshetra | Chairman, Senate |
| 2. | Dr. Krishna Gopal
Professor, Electrical Engg. Deptt.
NIT, Kurukshetra | Member |
| 3. | Prof. R K Bansal
Professor, Civil Engineering Department
NIT, Kurukshetra | Member |
| 4. | Dr. T K Garg
Professor, Mech. Engg. Deptt.
NIT, Kurukshetra | Member |
| 5. | Dr. S P Jain
Professor
Electrical Engineering Department
NIT, Kurukshetra | Member |
| 6. | Dr. V K Arora
Professor, Civil Engineering Department
NIT, Kurukshetra | Member |
| 7. | Dr. V K Sehgal
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 8. | Dr. S K Sharma
Professor
Mechanical Engineering Department,
NIT, Kurukshetra | Member |
| 9. | Dr. K S Kasana
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |

- | | | |
|-----|---|--------|
| 10. | Dr. K B Singh
Professor
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |
| 11. | Dr. D V Singh
Professor
Mathematics Department
NIT, Kurukshetra | Member |
| 12. | Dr. Kuldeep Kumar
Professor
Mathematics Department
NIT, Kurukshetra | Member |
| 13. | Dr. S.S.Rattan
Professor
Mechanical Engineering Deptt.
NIT, Kurukshetra | Member |
| 14. | Dr. K.S. Sandhu
Professor
Electrical Engineering Deptt.
NIT, Kurukshetra | Member |
| 15. | Dr. Sudhir Kumar
Professor
Mechanical Engineering Department
NIT Kurukshetra | Member |
| 16. | Dr. Baldev Setia
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 17. | Dr. Rajender Kumar
Professor
Department of Humanities & Social Sciences
NIT, Kurukshetra | Member |
| 18. | Dr. Brahmjit Singh
Professor
Electronics & Comm Engg Department
NIT, Kurukshetra | Member |
| 19. | Dr. Minati Baral
Professor
Chemistry Department
NIT, Kurukshetra | Member |

- | | | |
|-----|---|--------|
| 20. | Dr. Diwan Singh
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 21. | Dr. S.K. Madan
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 22. | Dr. H.K. Sharma
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 23. | Dr. (Ms) Lillie Dewan
Professor
Electrical Engineering Department
NIT, Kurukshetra | Member |
| 24. | Dr. S.N. Sachdeva
Professor
Civil Engineering Department
NIT, Kurukshetra | Member |
| 25. | Dr. Dixit Garg
Professor
Mechanical Engineering Department
NIT, Kurukshetra | Member |
| 26. | Dr. S.K. Mahna
Professor
Physics Department
NIT, Kurukshetra | Member |
| 27. | Dr. B.K. Kaushik
Professor
Physics Department
NIT, Kurukshetra | Member |
| 28. | Dr. J.K. Quamara
Professor
Physics Department
NIT, Kurukshetra | Member |
| 29. | Dr. P.J. Philip
Professor
Hum. & Social Sciences Department
NIT, Kurukshetra | Member |

- | | | |
|-----|--|-------------------|
| 30. | Dr. R.S. Bhatia
AP, EED & Chairman
Deptt. of Computer Applications
NIT, Kurukshetra | Special-Invitee |
| 31. | Dr. D.P. Singh
Assistant Professor & Chairman
Chemistry Department
NIT, Kurukshetra. | Special-Invitee |
| 32. | Dr. A.K. Singh
Asstt. Professor & Chairman
Computer Engineering Department
NIT, Kurukshetra | Special-Invitee |
| 33. | Dr. Ashwani Jain
Assistant Professor, Civil Engg. Deptt. and
Professor Incharge (Academic Affairs)
NIT, Kurukshetra | Special-Invitee |
| 34. | Sh. G.R Samantaray
Registrar (Incharge)
National Institute of Technology
Kurukshetra | Secretary, Senate |

The following members could not attend the meeting

1. Dr. A Swarup
Professor
Electrical Engineering Dep[artment
NIT, Kurukshetra.
2. Dr. S.K Chakarvarti
Professor
Physics Department
NIT, Kurukshetra.

12.4 To apprise the Senate of the agenda and decisions taken in 15th to 21st meetings of Standing Committee on Senate Affairs (SCSA) and to consider and approve the same

It was pointed out by Chairman, Computer Engineering Department that the Department has to start full time M.Tech Computer Engg. from the academic session 2009-10, therefore the minutes of the Item No.1 of the 18th SCSA meeting held on 3.9.2008 (Item placed as a part of Item 12.4 of the 12th meeting of the Senate) may be confirmed by the Senate keeping in view the time bound and urgent nature of the item.

It is to be placed before the Board of Governors in its meeting to be held on 20th January, 2009 for approval so that further necessary action may be initiated. The minutes of the concerned item stand confirmed.

12.7 To consider approval for students to be awarded degrees in the 6th Convocation scheduled to be held on 28th January, 2009

The Senate considered and approved the award of degrees to the graduates of B.Tech, M.Tech and Ph.D in the 6th Convocation scheduled to be held on 28th January, 2009 as detailed in the agenda item 12.7 and supplement agenda item 12.7(a). The minutes of the item stand confirmed.

[Signature]
19-1-09

Prof 1/c (Acad & Senate)

[Signature]

Dean/Academic

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19/1/09

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19/01/09

Registrar

[Signature]
19/1/09

Director