

(vi) Review of appointment of casual employees -

The Executive Council in its 108th meeting vide Resolution No.EC:108:2000:3:(ix) desired that the number of casual employees appointed in the University be reviewed. The actual position of adhoc employees other than technical staff and Group 'C' is as follows :-

Sl.No.	Category of Gr.D staff	Actual Recruitment	No.of sanctioned post	Short Fall
1.	Peon	115	100	15
2.	Security Personnel	99	76	23
3.	Saffaiwalla	21	04	17
4.	Cleaner	48	41	07
5.	Kitchen Staff			
	(a) Cook	17	14	03
	(b) Attendant	26	18	08
6.	Bus Conductor	13	06	07
7.	Maintenance Services	35		35

It may be seen now that there is a short fall of 115 posts. As the situation lies now there is no scope of reducing the number of casual employees as this would affect the day today work of the University. Besides some of these employees have also moved the High Court for retention of their services.

However, in future the need of the University should be filled in on a purely casual basis for a period not exceeding 60 days as laid down in order No.F.13-1/Estt.I/Appt/90-(Vol.III)/1057 of 27.9.99 (Annexure 'A').

The matter is placed before the Council for consideration.

NORTH-EASTERN HILL UNIVERSITY
P.O. NEHU CAMPUS SHILONG

No.F.13-1/Estt.I/Apptt/90-(Vol.III)/ - 1057 Dated the 27/9/99.

- OFFICE ORDER -

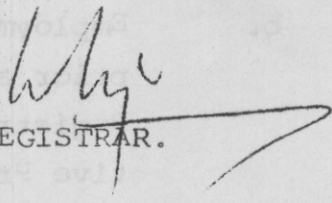
Attention of all the Controlling Officers of the University is invited to circular No.F.13-1/Estt.I/Apptt/90-838 dated 5.7.96, No.F.13-1/Estt.I/Apptt/90(Vol.II)/-230 dt.30.4.97 and No.F.13-1/Estt.I/Apptt/90(Vol.II)/-84 dated 1.6.98 wherein guidelines/stipulations for engagement of Casual Labourers in Academic/Administrative Departments of the University have been prescribed. However, it has been found that most of the Academic/Administrative Departments do not adhere to the stipulations/guidelines. It has, therefore, been considered necessary that this consolidated office order be issued so that all the Controlling Officers can regulate engagement of Casual Labourers without any ambiguity. All the Controlling Officers are requested to strictly comply with the instructions as indicated hereunder. Responsibility for any violation/deviation will be attributable to the Controlling Officers concerned.

2. The Executive Council of the University has adopted the guidelines/instructions of the Government of India in respect of the engagement of Casual Labourers in the University. Hence, all the instructions of the Government of India issued from time to time will be applicable Suomoto. Salient features thereof are as under :-

- a. Employment of Casual Labourers should not be resorted to for works of regular nature. Works of regular nature should be entrusted to the regular employees only.
- b. Employment of Casual Labourers should be made with the prior approval of the Competent Authority (i.e. the Registrar in the case of the Headquarter and the respective Pro Vice-Chancellor in the case of the Campus Units and the Pachhunga University College), for such type of works which are seasonal or intermittant nature. Requirement of man power (in respect of the works of regular nature) due to leave of the regular employee , in all possibilities, should be managed by internal arrangements because the University does not have Leave Reserve Posts. In exceptional situation, when it is neither possible to make internal arrangements nor the work can be kept in abeyance till the joining of the regular employees after expiry of leave, employees on daily wage basis may be

be engaged. However, under no circumstances such engagement should exceed a period of 60 (sixty) days.

- c. Daily wages should be paid on actual working days basis at a rate fixed by the State Government from time to time for skilled/unskilled labourers.
- d. No letter of engagement should be issued in favour of any Casual Employee. The Controlling Officers may obtain periodical expenditure sanction and draw advance directly from the Finance Department and disburse the wages. Accounts for each amount of advance drawn, may be submitted directly to the Finance Departments before next advance is taken. In respect of Academic Departments, sanction for payment of wages will be done by the Estt.I (Apptt) and Accounts for the purpose has to be submitted immediately after the payment of wages.
- e. Work requirements exceeding 60 (sixty) days may be reported to the Deputy Registrar/Asstt.Registrar, Establishment - I of the Headquarter Office with full justification. Manning in such situation will be arranged by the Establishment - I Section by deployment of regular employees or by some other means.
- f. The Controlling Officer concerned will be held responsible for engagement of same casual labour beyond 60 (sixty) days. It is expected that all Controlling Officer will co-operate with the Administration to regulate the matter judiciously so that the University may overcome the serious problem, cropped up due to large scale casual employment in the past without any further addition to it.


REGISTRAR.

Copy to :-

1. The Pro Vice-Chancellor, NEHU, Mizoram/Tura Campuses.
2. The Principal, Pachhunga University College, Aizawl.
3. All Deans, NEHU, Shillong.
4. All Heads of Academic Department, NEHU, Shillong.
5. All Heads of Administrative Departments, NEHU, Shillong.
6. All Dy./Asstt.Registrar's, NEHU, Shillong/Aizawl/Tura.

**6:2- Appointment / Creation – Up-gradation of posts /
Confirmation / Extension / Option / Transfer / Release /
Termination etc.**

(i) Re-employment of Prof. KP Nath.

EC:109:2001:6:2:(i): The Council considered the re-employment of Prof. KP Nath and RESOLVED that he may be re-employed for a period of three years w.e.f. 1.1.2001. on the recommendations of the Departmental Committee which met on 14th December, 2000

(ii) Confirmation of service of Dr. Devesh Walia,
Lecturer, Pachhunga University College, Aizawl.

EC:109:2001:6:2:(ii): The Council considered the confirmation case in respect of Dr. Devesh Walia, Lecturer in Geology at Pachhunga University College and RESOLVED to confirm him w.e.f. 19.12.1990.

(iii) Re-employment of Prof. JC Binwal.

EC:109:2001:6:2:(iii): The Council considered the re-employment of Prof. JC Binwal, Department of Lib. & Information Sciences for a period of three years w.e.f. 1.1.2002 and RESOLVED to approve the same.

(iv) Appointment of Head, Deptt. of Botany.

EC:109:2001:6:2:(iv): The Council considered the appointment of the Head, Department of Botany and RESOLVED to take up the matter in the next meeting of the Council and in the meanwhile Prof. HN Pandey will continue as the Head till the end of the current semester.

(v) Appointment of Head in the Department of English.

EC:109:2001:6:2:(v): The Council considered the appointment of the Head, Department of English and RESOLVED that Prof. RP Sharma may be appointed as HOD w.e.f. 31.5.2001.

(vi) Review of appointment of Casual employees.

EC:109:2001:6:2:(vi): The Council considered the appointment of Group 'D' casual employees in the University and RESOLVED that henceforth all temporary vacancies should be filled up on a purely casual basis for a period of sixty days only and the same person should not be appointed twice, and efforts should be made to cut down the number of adhoc / casual employees.