

6:6- Service Conditions / Financial & Other Benefits

(i) Extension of the Career Advancement Scheme to other Academic & Non Academic Staff.

EC:124:2006:6:6:(i): The Executive Council discussed the matter of granting of 4 (four) advance increments to Deputy Registrars and in view of the objection made by the UGC vide No.F.31-27/98(CU) dated 23rd November, 2005 (as given in Annexure – A) and the audit observation “Extension of Career Advancement Scheme (CAS) to Deputy Registrars, NEHU – “Observation thereof” which clearly advised that immediate corrective action be taken on granting of 4 (four) advance increments (Annexure – B), the Executive Council **RESOLVED** that the granting of 4 (four) advance increments as well as drawal of the same which was granted already be stopped immediately and the concerned beneficiaries be placed back to their original normal basic pay without taking into cognisance of the of 4 (four) advance increments already awarded.

(ii) (a) Recommendations of the Local Cadre Review Committee.

EC:124:2006:6:6:(ii):(a):(b) The Council considered the Recommendations of the Local Cadre Review Committee and **RESOLVED** to defer taking a decision on the matter and further **RESOLVED** that the Finance Officer and Audit Officer would peruse the report and give their comments.

6:7- Others

(i) Sale of Mayurbhanj Complex

EC:124:2006:6:7:(i): The Council considered the sale of the Mayurbhanj Complex and while noting that the Council was competent to decide on the matter under Statute 13 (2) (ix) **RESOLVED** that the decision of the Executive Council is to be intimated to the University Grants Commission with a write-up and that the District Collector may be requested to fix the value of the land at the prevailing market rate in consonance with the Land Acquisition Act and the University should not agree to a Consent Award.

- (ii) (a) Recommendations of the Local Cadre Review Committee.
 (b) Extension of the term of Local Cadre Review Committee.

The Executive Council vide resolution No.EC:120:2004:6:7(i) had constituted a Local Cadre Review Committee comprising the following members:

1.	Prof..J..Bhattacharjee Deptt of History NEHU, Shillong	Chairman
2.	Registrar	Member
3.	Prof.T.B.Subba Deptt of Anthropology NEHU, Shillong	Member
4.	E.D.Thomas Deptt of Economics NEHU, Shillong	Member
5.	Deputy Registrar(Esstt-I)	Member
6.	Deputy Registrar (Finance)	Member
7.	Asstt Registrar(Esstt-II)	Member
8.	Deputy Registrar(C.R.C)	Convener

The terms of reference of the Committee are as under:

1. To suggest rationalization/restructuring in cadres of the non-teaching employees including drafting of recruitment rules for each cadre, keeping in view the various orders of the University, UGC, Government of India on such matters.
2. To suggest steps to settle the pending cases under ACPS
3. Any other anomalies to be referred by Estt-I and Esstt-II sections.

In this connection, the issues as deliberated by the Committee in its First Meeting held on 9th December 2005 and the recommendations as made thereof are placed at Annexure – A.

Secondly, the term of the aforesaid Committee is going to expire w.e.f. 15-03-06. Hence, extension of the term of the said Committee or constitution of a fresh Committee needs to be considered to look into the fall outs of the recommendations of the above Committee, if any.

The matter at (1) and (2) above is placed before the Council for consideration.

RECOMMENDATIONS OF THE LOCAL CADRE REVIEW COMMITTEE [APPOINTED BY EXECUTIVE COUNCIL VIDE RESOLUTION NO.EC:120:2004:6:7(i) AND NOTIFIED VIDE NOTIFICATION NO.EC:120-4/Conf./2004-881, DATED 15-03-2005] AS MADE BY IT IN ITS FIRST MEETIN HELD ON 09-12-05.

The Executive Council has appointed the above Committee for a term of 1(one) year w.e.f. 15-03-2005 with the following terms of reference:

1. To suggest rationalization/ restructuring in cadres of the non-teaching employees including drafting of recruitment rules for each cadre, keeping in view the various orders of the University, UGC, Govt. of India on such matters.
2. To suggest steps to settle the pending cases under the A. C. P. Scheme.
3. Any other anomalies to be referred by Estt-I and Estt-II sections.

The Committee met on 09-12-2005 in which the following members were present:

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|---------------------------------|-----------|
| 1. Prof. J. B. Bhattacharjee | Chairman. |
| 2. Registrar | Member. |
| 3. Prof. T. B. Subba | Member. |
| 4. Deputy Registrar(Finance) | Member. |
| 5. Deputy Registrar(Estt-I) | Member. |
| 6. Assistant Registrar(Estt-II) | Member. |
| 7. Deputy Registrar(CRC) | Convener. |

The matters taken up by the Committee and the recommendations made thereof are as under:

Item No. 1. (1) Streamlining of Cadre Structure of Staff in Publication Cell.

In its exercise to streamline the Cadre structure, the Committee considered the existing cadre structure of the employees belonging to Publication Cell and Resolved to recommend re-designation of the following:-

- i. Technical Assistant(Press) as Technical Assistant (Dark Room Camera) in the pay scale of Rs.4500-7000/-
- ii. Offset Machine operator as Technical Assistant(Offset Machine) in the pay scale of Rs.4500-7000/-.
- iii. Plate Maker as Technical Assistant (Plate Making) in the pay scale of Rs.4500-7000/-.
- iv. Assistant D.T.P Operator as Technical Assistant (DTP) in the pay scale of Rs.4500-7000/.
- v Binder Cum Cutting Machine Operator as Laboratory Assistant (Binding-cum-Cutting) in the pay scale of Rs.3050-4590/-
- vi. Shri M.Kurbah, Press Attendant as Laboratory Assistant (Press) in the pay scale of Rs.3050-4590/-.
- vii. The existing Proof Readers may be considered for grant of benefits under the ACP Scheme if admissible. However, the posts on relinquishment by the existing incumbents may be merged with the UDC cadre and the work of Proof Reading may be managed by incumbents from the UDC cadre in future.
- viii. The vacant post of Personal Assistant against which the existing Assistant DTP Operator has been appointed may be converted to that of the post of Assistant DTP operator.

- (2). Representation dated 17-12-02 as received from Shri Amitava Deb, Assistant Press Manager.

The Committee examined and considered the representation of Shri Amitava Deb and Resolved to recommend as under :-

- i. Pursuant to UGC D.O. No.F.1-159/84(CR/RE) of September, 1985 and Executive Council Resolution No. EC:84:94:6:6:(vi), the Recruitment Rule for the post of Assistant Press Manager may be framed (in Group -A Level) with the core pay scale of Rs.8000-275-13500/- and qualifications as prescribed by the Commission.
- ii. As regards the existing incumbents (Shri Amitava Deb), the OUM granted to him in the pay scale of Rs.8000-13500/- may be adjusted against the first financial upgradation under the ACPS and he may be granted the benefit of Second Financial Upgradation if admissible, under the ACPS in the pay scale of Rs.10000-15200/-

Item No. 2: Grant of ACP benefits in respect of Technical Assistant.

The Committee considered the case of existing Technical Assistants who have been overlapped in terms of pay scale and pay as a result of the University exercise of Cadre restructuring and re-designation of other Laboratory staff as Technical Assistant. In this connection, the Committee resolved to recommend grant of fitment of pay scale of Rs.5500- 9000/- purely on personal basis with effect from 1.1.96 or from the date of Appointment as Technical Assistant whichever is later. The grant of this fitment will be on national basis w.e.f 1.1.96 or from the date of appointment whichever is later upto 3.4.2001 with actual operative effect from 4.4.01 and will be adjusted against the First Financial upgradation under the ACPS. Further, they may be considered for grant of Second Financial Upgradation, if admissible under the ACPS, in the pay scale of Rs.6500-10500/-.

Item No.3 : Previous Schemes of Upgradations in respect of different categories of Non-teaching employees including Professional Assistants vis-à-vis the ACPS.

The Committee examined and considered the case of Professional Assistants for grant of Second Financial Upgradation under the ACPS and resolved to recommend that they may be granted the said benefit in the pay scale of Rs.10000-15200/- on completion of 12 (twelve) years of service from the date of grant of the rationalized pay scale of Rs.2200-4000/-, revised to Rs.8000-13500/- as per the previous scheme.

Item No.4 : Case of Shri N. R. Paul as represented by him vide his representation dated 7.1.04 and 5.4.05 for grant of OUM w.e.f. 27.8.89 in the pay scale of Rs.1640-2900/-, now revised to Rs.5500-9000/-.

The Committee examined and considered the representation of Shri N. R. Paul in depth and observed that Shri Paul and others who were granted the designation of Technical Assistant w.e.f. 24.11.1988 on the basis of their job evaluation be designated as Technical Assistant w.e.f. their date of joining in the then SASRD and placed in the appropriate scale of pay as admissible on that date and granted the benefit of OUM on completion of 8 (eight) years of service in the appropriate scale. However, this OUM will be adjusted against the first ACP benefit and they be granted the benefit of ACP-II (subject to fulfillment of other conditions) on completion of 12 (twelve) years from the date of grant of OUM or from 4.4.01 whichever

is later. Further, they will get the benefit of higher scale w.e.f. their date of joining /OUM notionally. The cash benefit will be admissible only from the date on which they get the benefit of ACP-II. The Committee decided that similar cases be regulated alike administratively. The Committee further resolved that after this rationalisation of pay, no further representation on any other benefit will be entertained and will be rejected summarily. The incumbents concerned will have to give a written undertaking in this regard.

Item No.5 : Case of Shri A. K. Baruah as represented by him vide his representations dated 19.3.04, 15.9.04 and 8.12.04 for grant of OUM w.e.f. 15.12.96.

The Committee examined and considered in depth the representation of Shri.A.K.Baruah, Technical Assistant, USIC and observed that the case of Shri.Baruah as decided and settled vide order No.F.2-16/CRC/2002/Vol-I-699, dated 9.4.03 is in order and there is no scope to entertain his present request.

Item No.6 : Case of Shri. H.R. Chaudhury,as represented by him vide his representation dated 23-09-2004, requesting review of his case of redesignation as TA(Art) as made vide Order No: 2-16/CRC/2002/Vol-I/700, dated 09.04.2003.

The Committee examined and considered the request of Shri.H.R.Chaudhury to review the case of his re-designation as Technical Assistant(Art) as made vide order No.2-16/CRC/2002/Vol.I/700, dated 9.4.2003 and to re-designate him as Senior Technical Assistant(Art) and found that the same is not feasible. However, his job evaluation may be made and if found justified, the case be re-submitted to the Committee for consideration.

Item No.7 : Case of Shri. L. Singson Kuki, as represented by him vide his representation dated 20-09-2004, requesting review of his case of redesignation as TA(Farm) as made vide Order No: 2-16/CRC/2002/Vol-I/700, dated 09.04.2003.

The Committee examined and considered the request of Shri. L. Singson Kuki to review the case of his re-designation as Technical Assistant(Farm) as made vide order No.2-16/CRC/2002/Vol.I/700, dated 9.4.2003 and to re-designate him as Senior Technical Assistant(Farm) and found that the same is not feasible. However, his job evaluation may be made and if found justified, the case be re-submitted to the Committee for consideration.

Item No.8 : Representations received from Shri Santanu Ray, Sr. Statistical Assistant and Shri Om Prakash, Statistical Assistant.

The Committee has examined and considered the representations of Shri.Santanu Ray, Sr Statistical Assistant and Shri.Om Prakash, Statistical Assistant and resolved to recommend as under: -

i). The case of Sr. Statistical Assistant and Statistical Assistant may be dealt with on similar line as that of the Sr. Technical Assistants and all the incumbents may be designated as Sr. Statistical Assistants and may be granted the benefit of First Financial Upgradation and Second Financial Upgradation, if admissible, in the pay scale of Rs.8000-13500/- and Rs.10000-15200/- respectively. However, by the above re-desingation, the present Statistical Asssitants will have no claim for seniority over the present Sr. Staistical Assistant. The OUM if already granted in the pay scale of Rs.8000-13500/- may be adjusted against the First Financial Upgradation under ACPS. Further, the pay may be protected in a manner so that the Junior incumbents do not draw higher pay than the Senior incumbents.

ii). However, for future appointment, when the posts are vacated by the existing incumbents, the post of Sr.Statistical Assistant and Statistical Assistant may be re-designated as Sr.Technical Assistant(Statistics) and Technical Assistant (Statistics) with the core pay scale of Rs.5500-9000/- and 4500-7000/- respectively and recruitment rules may be framed accordingly with appropriate qualifications.

Item No. 9. Case of Shri Sanjoy Bhattacharya vis-à-vis his representation dated 16-08-04.

The Committee examined and considered the representation of Shri.Sanjoy Bhattacharya, Sr. Laboratory Attendent and resolved to recommend that in keeping with the present three tier cadre structure in the laboratory service, Shri.Bhattacharya may be re-designated as Laboratory Assistant with the core pay scale of Rs.3050-4590/- and may be granted the benefit of OUM/FFU/ SFU, as the case may be, in the scales of Rs. 4500-7000/- and Rs. 5500-9000/- respectively as and when due. Other similar case(s) may be settled alike.

Item No. 10. Case of Shri B. D. Gupta vis-à-vis his representation dated 02-06-04.

The Committee examined and considered the representation of Shri.B.D.Gupta, Sr.Technical Assistant, USIC and found that the matter relates to Establishment-I(Appointment), and therefore, resolved to recommend to Establishment-I(Apptt) to pass necessary orders preponing the date of promotion of Shri.B.D.Gupta to the post of Sr Technical Assistant w.e.f. the date his immediate Junior was promoted i.e. w.e.f 27.10.97, taking into consideration the issue of interse seniority in the grade of Sr. Technical Assistant.

Item No. 11. Cadre structure, recruitment rules & financial benefits under the ACPs in respect of employees belonging to Medical/ Health Service.

The Committee examined and considered the issue relating to cadre structure, recruitment rules, etc. in respect of Staff Nurse and Pharmacist and resolved to recommend that necessary recruitment rules for these posts may be framed and placed before the Committee in its next meeting. Meanwhile, SFU in respect of Staff Nurse may be granted in the pay scale of 6500-10500/- and in respect of Pharmacist in the pay scale of 5500-9000/- as per the heirarchy of pay scales of the Govt of India for isolated posts.

Item No. 12. Filling up of 25% of the vacancies in the post of Semi-Professional Assistant through promotion.

The Committee examined and considered the proposal of filling up 25% of the vacancies in the post of Simi-Professional Assistant through promotion and resolved to accept and recommend the same. The promotion criteria may be similar as that of the promotion criteria as provided in the recruitment rules for the post of Professional Assistant.

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Item No. 13.

Financial benefits under the ACPs & recruitment rules in respect of other isolated Posts.

The Committee examined and considered the issue relating to grant of financial benefit under ACPs in respect of isolated posts and Resolved to recommend as under:-

Sl. No	Name of the Post	Core Scale of Pay	Pay Scale of First Financial Upgradation (PFU)	Pay scale of Second Financial Upgradation (SFU)	Remarks.
1	Security Officer For future incumbents: For present incumbent:	5500-9000/- 6500-10500/-	6500-10500/- 8000-13500/-	7500-12000/- 10000-15200/-	-
2	Coach	5500-9000/-	6500-10500/-	7500-12000/-	-
3	Calligraphist	4000-6000/-	5500-9000/-	6500-10500/-	No further higher scale admissible. The Posts may be merged with that of the UDCs.
4	Hindi Translator For future incumbents: For present incumbent:	4500-7000/- 5000-8000/-	5000-8000/- 5500-9000/-	5500-9000/- 6500-10500/-	-
5	Water Pump Operator For future incumbents: For present incumbent:	3050-4590/- 3200-4900/-	4000-6000/- 4500-7000/-	4500-7000/- 5000-8000/-	-
6	Plumber For future incumbents: For present incumbent:	3050-4590/- 3200-4900/-	4000-6000/- 4500-7000/-	4500-7000/- 5000-8000/-	-
7	Electrician For future incumbents: For present incumbent:	3050-4590/- 3200-4900/-	4000-6000/- 4500-7000/-	4500-7000/- 5000-8000/-	-
8	Gastetner Operator	3050-4590/-	4000-6000/-	4500-7000/-	The Posts may be merged with that of the LDCs.
9	Carpenter For future incumbents: For present incumbent:	3050-4590/- 3200-4900/-	4000-6000/- 4500-7000/-	4500-7000/- 5000-8000/-	-
10	Motor Mechanic Gr. I	4500-7000/-	5500-9000/-	6500-10500/-	The post may be designated as Technical Asst. (MV)
11	Sanitary Inspector	4500-7000/-	5000-8000/-	5500-9000/-	-
12	Tracer For future incumbents: For present incumbent:	3050-4590/- 3200-4900/-	4000-6000/- 4500-7000/-	4500-7000/- 5000-8000/-	-
13	Jr. Engineer	5000-8000/-	6500-10500/-	10000-15200/-*	-
14	Drafts Man	4500-7000/-	5500-9000/-	6500-10300/-	-
15	Mender Binder For future incumbents: For present incumbent:	3050-4590/- 3200-4900/-	4000-6000/- 4500-7000/-	4500-7000/- 5000-8000/-	-
16	Lineman	3200-4900/-	4500-7000/-	5000-8000/-	-
17	Jr. Computer Operator	4500-7000/-	5500-9000/-	6500-10500/-	-
18	Blue Printing Operator	3050-4590/-	4000-6000/-	4500-7000/-	-

The Committee further resolved that the Scale of Pay of Rs. 5500-9000/- granted to the Jr. Engineers after five years of service will not have any bearing in granting the ACP-I in the scale of Rs. 6500-10500/-. However, new Jr. Engineers will not be eligible to the scale of pay of Rs. 5500-9000/- on completion of five years of service.

- Item No. 14.** Representation dated 24.11.03 as received from Shri K. Sohlang, Lab. Attendant, Botany Deptt., NEHU, Shillong for upgrading his substantive post of Laboratory Attendant as T.A. (Photography).

The Committee examined and considered the representation of Shri.K.Sohlang, Lab Attendant, Botany Deptt. for re-designating him as Technical Assistant (Photography) and resolved to regret the same. However, the Committee recommends his case to Establishment-I for payment of suitable remuneration by way of grant of special pay/honourarium.

- Item No. 15.** Request of some Senior Technical Assistants for redesignation as Scientific Officers etc..

The Committee examined and considered the issue relating to re-designation of some Senior Technical Assistants as Scientific Officers etc. and resolved to defer the matter for further study of the case.

- Item No. 16.** Request for upward movement as received from Smt. J. Pathaw, Section Officer, SC/ST Cell, NEHU, Shillong.

The Committee examined the matter and found that the Section Officers of NEHU and other Central Universities has been at par with the Section Officers of the Central Secretariat Service throughout the Third, Forth and the present Fifth Pay Revisions of pay by the Govt of India, and therefore, desires that a feedback on the issue may be obtained from other Central Universities and the same may be placed before the Committee in its next meeting for its consideration.

- Item No. 17.** Cadre structuring in respect of Engineering Staff.

The Committee examined and considered the issue relating to Cadre structuring in respect of Engineering staff and resolved to defer the matter for further study.

- Item No. 18.** Representation dated 9.9.05 as received from Shri L. Kuki, Electrician, NEHU, Tura Campus, Tura.

The Committee examined and considered the representation of Shri.L.Kuki, Electrician and resolved that his case may be taken up alongwith the Item No. 17 above.

- Item No. 19.** Representation dated 24-11-05 as received through Proper Channel from Shri M.S. Siddiki, Junior Engineer(Civil), NEHU, Shillong.

The Committee examined and considered the representation of Shri.M.S.Siddiki, Jr. Engineer(Civil) and in keeping with the principles of similar treatment in similar circumstances and equal pay for equal work, the Committee resolved to recommend to Establishment-I(Apptt) to extend similar treatment to Shri.M.S.Siddiki in the matter of his appointment in the University as has been extended in the matter of appointment of Shri.L.K.Rathore, JE in the University such as, extension of Time Pay Scale, release of Annual Increments, benefit of Pay Fixation on regular appointment, etc. Secondly, the Committee also resolved to recommend to Establishment-I to condone all the artificial breaks given in his NEHU service. While taking up the case of Shri. Siddiki, the case of Shri.M. Bhattacharjee, Jr. Engineer may also be studied and settled administratively.

The meeting ended with a Vote of Thanks to the Chair.

Sd/-
Shri. N. Purkayastha
Convener

Sd/-
Prof. J.B. Bhattacharjee
Chairman