

(i i) **BAN ON CREATION OF PLAN AND NON-PLAN POSTS, FILLING IN OF VACANT POSTS ETC..**

The University Grants Commission in its letter No. F.7-8/99(CPP-II) dated 31.8.99(Annexure -A) imposed interalia ban on creation of posts, filling in of vacant posts etc. while issuing such orders, the commission decided that the University should constitute a committee to review all such posts which were lying vacant in the University . The letter referred to above was placed before the Executive Council in its 104th meeting. The Executive Council authorised the Vice-chancellor to constitute the committee, and to do the needful as stipulated in the letter of the commission . The committee constituted by the Vice-chancellor under the Chairmanship of Prof.J.B.Bhattacharjee submitted its report (Annexure-B) and the council accepted the recommendations of the committee which was placed before the Executive Council in its 107th meeting [E.C.107:2000:6:7(vi), Annexure-C] .

Subsequently, as desired by the commission the report of the committee vis -a -vis resolution of the council was forwarded to the University Grants Commission for information. But the commission in its reply (Annexure-D) communicated its decision disagreeing the recommendation of the committee and the resolution of the Executive Council in this regard.

The matter, is therefore, placed before the Executive Council for information and directives.

UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI-110002DR. R. P. GANGURDE
SECRETARY

D.O.No.F.7-8/99(CPF-II) 31 AUG 1999

Dear Sir/Madam,

The Department of Expenditure, Ministry of Finance has circulated an Office Memorandum No.7(3)/E/(Coord)/99 dated 5th August, 1999, with the direction that the following austerity measures shall be implemented with immediate effect by all the Institute/Universities and the colleges affiliated to it.

All these measures are MANDATORY and are required to be implemented COMPULSORILY, with immediate effect. The Vice-Chancellors/Registrars will be held personally responsible for non-compliance of these measures in Universities and Principals in case of Colleges.

(1) BAN ON CREATION OF PLAN AND NON-PLAN POSTS

The existing ban on creation of Non-Plan posts will continue and should be strictly enforced. Any unavoidable proposals for the creation of plan posts including Group 'B', 'C' and 'D' posts shall continue to be referred to the University Grants Commission for approval.

(2) Ban on filling up of vacant posts.

Every University/College shall undertake a review of all the posts, which are lying vacant in the Universities and in the affiliated Colleges and subordinate offices, etc, in consultation with the University Grants Commission. Financial Advisers will ensure that the review is completed in a time bound manner and full details of vacant posts in their respective Universities etc, are available. TILL THE REVIEW IS COMPLETED, NO VACANT POSTS SHALL BE FILLED UP EXCEPT WITH THE APPROVAL OF THE UNIVERSITY GRANTS COMMISSION.

(3) Purchase of new vehicles

Purchase of new vehicles is banned until further orders. Exceptions will be allowed only for meeting the operational requirements of Defence, Central Para Military Forces etc.

UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI - 110002

(4) Foreign Travel.

Foreign travel funded by the Government of India, unless it is absolutely unavoidable, shall not be undertaken till the end of the current financial year.

The Universities are requested to bring this to the notice of all the Colleges affiliate to it, for strict compliance. Please acknowledge the receipt of this communication. With regards.

Yours faithfully,

Sd/-

R.P. Gangurde.

The Registrar

North Eastern Hill University,
PO.NEHU CAMPUS,
Mawkynroh Umshing,
Shillong-793022.

REPORT OF THE COMMITTEE CONSTITUTED TO LOOK INTO THE IMPLICATIONS OF THE MINISTRY/UNIVERSITY GRANTS COMMISSION BAN ON FILLING IN VACANT POST, CREATION OF POSTS AND PURCHASE OF VEHICLE.

The committee consisted of the following members :-

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|-----------------------------|---|---|----------|
| 1. Prof. J.B. Bhattacharjee | - | - | Chairman |
| 2. Mr. L. Nampui | - | - | Convenor |
| 3. Dr. A. Patton | - | - | Member |
| 4. Prof. R. Lalthantluanga | - | - | Member |
| 5. Prof. M. Sangma | - | - | Member |
| 6. Dy. Registrar, Esstt-I | - | - | Member |

The committee after its three meetings i.e. on 18.2.2000, 11.4.2000, and 11.7.2000, came up with the following recommendations :

POINTS CONSIDERED :

1. 10% cut on sanctioned/salaried posts.
2. Ban on filling up of vacant posts.
3. Purchase of Vehicles.
4. Clarification from Ministry/UGC that the posts connected with teaching and research are exempted from the cut/ban.

The committee discussed the possibility of implementing the cut and ban in NEHU as desired by the Ministry/UGC and after prolonged deliberations unanimously concluded that the cut/ban at this stage will create serious dislocations and adversely affect the growth of this developing University.

JUSTIFICATION :

1. The cut/ban should be possible for an established University which has reached an optimum level of development over a period of time. The NEHU is not a very old University. It is still in its developing stage. The rate of growth and expansion has been rather slow, because the University was not provided with any foundation grant or one-time development assistance. The development assistance has been limited to small grants in various five-year plan periods. The University is yet to reach an optimum stage of development as it was envisaged in the Act and Deliberations in Parliament.

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2. The permanent Campus (Hrq) at Shillong is yet to develop to meet the minimum requirement of accomodation for infrastructure. In fact not even 25% of the buildings for minimum accomoda- tion has been constructed so far. Some of the academis departments and offices are still located in transit complexes in Bijni and Mayurbhanj and in some rented houses in different parts of the Shillong city. The present strength of staff is deployed accordingly in various locations, and to maintain contact between the compl- exes and and security of each complex call for additional staff. The sanctioned posts were all occupied. The University has been managing the additional requirement of staff on casual basis over the years. The implimentation of the cut will amount to ret- retrenchments and also it will adversely effect the ongoing teach- ing and research programmes in the University.

3. NEHU is a teaching cum affiliating University. In such Univ- ersities the Examination, affiliation and registration branches are required to be large enough to deal with the colleges. The affiliating jurisdiction of NEHU is spread over the states of Meghalaya and Mizoram (earlier it included Nagaland also) and m most of the affiliated colleges are located in remote areas. To maintain contact with these colleges, supervise the teaching and academic programmes and to conduct examinations the man-power requirement is more than other Universities.

4. NEHU is also a multicampus University. It has campuses at A Aizawl and Tura (earlier it had another at Kohima). The ma power is spread over the headquarters and the main campus at Shillong as well as other campuses. Each campus requires a minimum complement of officers and staff to manage its responsibility.

5. The problems of the North Eastern Region are different from the rest of the country. The hilly and difficult terrain and the infrastructural and communication backwardness are serious hinderances to development of higher education. The region deserves a special treatment till such time it is braught at per with the rest of the country.

IT IS THE CONSIDERED OPENION OF THE COMMITTEE THAT NEHU SHOULD BE

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BE EXEMPTED FROM THE PURVIEW OF THE PRINCIPLE OF 10% CUT MINISTRY/
UNIVERSITY GRANTS COMMISSION.

It appears that about 22(twenty two) group 'B', 'C' and 'D' posts(vacated by retirement, resignation etc.) have been held in abeyance by the University since 1994 towards meeting the cuts if insisted upon, which has already caused hindrances to smooth and efficient functioning. This include some technical and Library posts, and also single post in campuses (Aizawl, for example).

The Committee felt that the technical and Library posts are associated with teaching and research and, as such, exempted as per latest instructions. Therefore, therefore there should be no difficulty in filling up those posts, if any. The single post vacancies in campuses may also be exempted as special case, since the work is bound to come to a halt in such vacancies as there is none to share the work in case of only one post.

CREATION OF POSTS :

The committee observed that the ban on creation of post for an indefinite period would seriously affect the growth of the University. The adverse affect is immidiately felt in the Tura Campus, which was set up without any sanction for regular posts. The present staffing arrangement with repatriates on personal post basis is not permanent solution.

Furthermore, the number of repatriates does not meet even the minimum staffing requirement of the campus at the initial stage as it is.

THE COMMITTEE IS THEREFORE OF THE OPENION THAT THE PERSONAL POSTS SHOULD BE DEEMED TO BE REGULARLY CREATED POSTS TO MEET THE WORK REQUIREMENTS WHEN THE REPATRIATES VACATED THE RESPECTIVE POSTS.

THE COMMITTEE ALSO IDENTIFIED THE ADDITIONAL REQUIREMENTS OF POSTS AS GIVEN IN THE ANNEXURE. FOR THE REQUIREMENT OF SECURITY/ WATCH & WARD STAFF, THE COMMITTEE SUGGESTS TO EXPLORE THE POSSIBILITY OF HIRING LABOURS FROM ORGANISED SECURITY AGENCIES, TO MEET THE NEED PENDING THE CREATION OF REGULAR POSTS.

PURCHASE OF VEHICLES :

The committee felt that the number of vehicles in the University should not be increased as it is too expensive to maintain

the vehicles. Therefore, no new vehicle should be purchased, except by way of replacement of old and condemned vehicle. The committee observed that the car allotted to the Vice-chancellor has become old and frequent breakdowns have been reported in recent months. This should not be continued as Vice-chancellors car, considering the importance and status of the position of the allottee. Therefore the committee decided to recommend that a new car may be obtained for the Vice-chancellor by way of replacement, so that the number of vehicles in the University shall remain the same.

The need of additional vehicles of the Tura campus, especially for Examination purposes may be met by sparing vehicle from the Headquarter and if this is not feasible, then the campus may resort to hiring.

CREATION OF POSTS :

The committee observed that the ban on creation of post for an indefinite period would seriously affect the growth of the University. The adverse effect is immediately felt in the Tura Campus, which was set up without any sanction for regular posts. The present staffing arrangement with reparates on personal

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Furthermore, the number of reparates does not meet even the minimum staffing requirement of the campus at the initial stage as it is.

THE COMMITTEE IS HEREBY OF THE OPINION THAT THE PERSONAL POSTS SHOULD BE DEEMED TO BE REGULARLY CREATED POSTS TO MEET THE FORM REQUIREMENTS WHEN THE REPARATES VACATED THE RESPECTIVE POSTS.

THE COMMITTEE ALSO IDENTIFIED THE ADDITIONAL REQUIREMENTS OF POSTS AS GIVEN IN THE ANNEXURE. FOR THE REQUIREMENT OF SECURITY/ ATCH & WARD STAFF, THE COMMITTEE SUGGESTS TO EXPLORE THE POSSIBILITY OF HIRING LABOURS FROM ORGANISED SECURITY AGENCIES, TO MEET THE NEED PENDING THE CREATION OF REGULAR POSTS.

PURCHASE OF VEHICLES :

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ANNEXURE TO THE REPORT OF THE COMMITTEE ON MINISTRY BAN ORDERS.

Sl. No.	NAME OF THE POST	EXISTING NO. OF POSTS	NO. OF ADDL. POST REQD.
1.	Private Secretary	1 (Personal)	-
2.	Assistant	-	1
3.	Stenographer	1 (Personal)	2
4.	Medical Officer	-	1
5.	Compunder/Pharmacist	-	1
6.	Staff Nurse	-	1
7.	Attendant (Clinic)	-	1
8.	Assistant Director of Sports -	-	1
9.	Semi Professional Astdt.-	-	1
10.	Lower Div. Clerk	5 (Personal) 1 (transferred from Head Qtr.)	4
11.	Chawkider	1 (Personal)	12
12.	Cleaner	1 (Personal)	5
13.S	Safaiwala	-	1
14.	Driver	1 (Personal)	2
15.	Bus conductor	-	1
16.	Peon	3 (Personal) 2 (transferred from Head Qtr.)	4
17.	Cook	2 (personal)	2
18.	Kitchen Attendant	2 (Personal)	3

Sd/-
Deputy Registrar
NEHU-Tura Campus, Tura.

(ANNEXURE-C)

(vi) Circular of the Ministry of Finance banning creation of posts viz-a-viz filling in of vacant posts aimed at 10% cut in sanctioned Non/Teaching posts of the University..Report of the Committee.

EC:107:2000:6:7:(vi): The Council considered the Report of the Committee appointed to look in to the Ministry of Finance ban on creation of new posts and 10% cut of the sanctioned posts and RESOLVED to accept the recommendations of the Committee, that the University being still in its developing stage, it is not possible to enforce the ban issued by the Ministry of Finance and the Council further RESOLVED that the posts which had been transferred from the erstwhile Nagaland Campus on a personal basis should be deemed to be on a regular basis and steps should be taken to see that the Tura Campus has atleast the minimum complement of staff. The Council further RESOLVED that all staff cars that have been written off and disposed should be replaced by new vehicles. Further, the Vice-Chancellor's should also be replaced in due course.

Deputy Registrar
NEHU-Tura Campus, Tura

6:7:2(10)
TRUE COPY

(ANNEXURE-D)

UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI

F.7-8/2000(CPP-II)

23 FEB 2001

Shri Lampui
Registrar
North Eastern Hill University
NEHU Campus-Shillong-793022
Meghalaya.

Sub : Ban on creation of Plan and Non-Plan posts, filling in
of vacant posts, etc.

Sir,

I am directed to refer to your letter No.4-1/CRC/91-445
dated 18.11.2000 on the subject cited above and to inform you
that it has not been found possible to agree to your request
for exemption your University from the perview of ban orders.

Yours faithfully,

Sd/-

(Dr.Chandra Swaroop)
Under secretary.

(vii) Case of Shri SL Marbaniang, Lecturer,
Department of Mathematics.

EC:109:2001:6:6:(vii): The Council considered the regularisation of the period of voluntary retirement and date of joining in respect of Shri SL Marbaniang, Lecturer in Mathematics and RESOLVED that the period may be regularised by granting him extra-ordinary leave and giving him all service benefits including notional increment as well as retaining his seniority.

(viii) Case of Smti. R. Kharbhih, UDC, with regard
to seniority position in the post of UDC.

EC:109:2001:6:6:(viii): The Council considered the case of Ms. R. Kharbhih, UDC, regarding her seniority in the post of UDC and RESOLVED to accept the views of the Legal Adviser.

6:7- Others.

(i) Proportionate representation of elected teachers in all
Statutory Bodies and Committee for participatory
Management and corporate responsibility – Report of the
Committee.

EC:109:2001:6:7:(i): The Council considered the representation of Teaching and Non-Teaching Staff in the Executive Council and RESOLVED to regret the same as suggested by the Committee appointed to examine the matter.

(ii) Ban on creation of Plan and Non-Plan Posts, filling
in of vacant posts etc.

EC:109:2001:6:7:(ii): The Council considered the ban on creation of Plan and Non-Plan posts and RESOLVED to accept the same.

(iii) Deployment of Home Guards in the University
Campus.

EC:109:2001:6:7:(iii): The Council considered the deployment of Home Guards in the Permanent Campus and RESOLVED to approve the same and that the cost of engaging them may be met by re-appropriating funds from the General Account. The Council, further RESOLVED that no more recruitment of Chowkidars be made and any requirement of chowkidars may be met by engaging Home Guards on a casual basis.