

(xi) ABSORPTION OF R.S.I.C. STAFF IN THE NEHU CADRE.

It may kindly be recalled that vide resolutions No.EC:63:90:06(vi) and No.EC:82:94:6:06(v) (extract placed at Annexure 'A' & 'B'), the E.C. resolved to treat all RSIC ministerial staff at par with those of the corresponding grade of NEHU. As such steps are being taken to bring all the RSIC ministerial staff in the corresponding cadre of the University staff so that the former can be treated at par with the latter in matters of seniority, promotion, transfer etc.. The following are the ministerial staff of RSIC :-

	<u>NAME &amp; DESIGNATION</u>	<u>DATE OF JOINING</u>	<u>MODE OF APPOINTMENT</u>
1.	Shri.Joseph P, Asstt.	10.07.90	Through Advisory Committee of RSIC.
2.	Smti.Rajamma K, L.D.C.	08.10.85	Through S.C.
3.	Smti.K.Thangkhiew, LDC.	14.10.85	Through S.C.

Those officials at Sl. No.2 & 3 can be merged in the corresponding cadre of the University, as desired by the E.C.. However in the case of Shri.Joseph P, it is not possible to treat him at par with the Assistants of the University in matter of seniority, transferability etc. in view of the fact that he was appointed through a mode of recruitment other than that prescribed by the University. He was appointed on regular basis w.e.f. 10.7.90 on the recommendation of the Advisory Committee of the RSIC whereas the S.C. is the recommending authority in matters of appointments in the University. The case of appointment of Shri.Joseph could not be channelised through the S.C. because the process of his recruitment was not in accordance with the University Recruitment Policy which besides other lays down advertisement of the post and qualifying in the written test. Shri.Joseph was appointed on adhoc basis w.e.f. 24.2.89 to 9.7.90 till he was appointed on regular basis w.e.f. 10.7.90 on the recommendation of the Advisory Committee. The post of Asstt. in RSIC against which Shri.Joseph was appointed, was not advertised, hence there were no applications and no test conducted.

It may be pointed out here for information of the Council, that ever since Shri.Joseph was on adhoc appointment as Assistant, the administration had apprised the Head, RSIC about the University recruitment procedure and that the post has to be advertised and that Shri.Joseph be advised to apply for the same. However, the University recruitment procedure was not complied with, hence the regular appointment of Shri.Joseph could not be routed through the

Selection Committee of the University, It may also be pointed out for information of the Council that the guidelines on setting up of the RSIC do not provide anywhere that the recruitment of staff for the RSIC will be other than that followed by the University. Hence all staff of the RSIC, except Shri. Joseph, were appointed as per the University Recruitment procedure.

To sum-up, the following points would require a Policy decision :-

- a) The E.C. had already decided to treat the staff of RSIC at par with the NEHU staff in the terms of Pay structure & allowances, Service conditions and fringe benefits etc. vide Resolutions No. EC:68:90:6:06(vi) at Annexure 'A'. This will implicate merger of RSIC cadre with the NEHU cadre and amalgamation of RSIC staff with the NEHU staff.

It is pertinent to point out here that till date the University is maintaining Seniority list of each cadre for its employees and the said Seniority list does not include the staff of RSIC. Therefore, if RSIC staff have to be merged with the NEHU cadre, it will be imperative to determine the cut-off date of the merger without adversely affecting the Seniority of the NEHU employees who have been appointed by NEHU through proper Selection Committee. Incidentally, in the case of Pachhunga University College, the University had not agreed to merge the staff of the Pachhunga University College with the Seniority of the University's staff. In this regard, the E.C.'s decision is at Annexure 'C'.

- b) Secondly, the E.C. vide Resolution No. EC:82:94:6:06(v) at Annexure 'B' had decided that the RSIC staff will be eligible for retirement benefits from the savings that could be made from the RSIC's revenue to be deposited with NEHU, This implies that the said benefits will be extended to RSIC staff from the savings of the RSIC vis-a-vis till such time the DST extends its supports to RSIC. However, in the event if DST withdraws its support in future, whether NEHU will be able to bear the retirement liabilities from its own resource to the RSIC employees ?

- c) As stated at (a) above, the merger of RSIC staff with the NEHU staff will be applicable only to those who have been recruited as per the prescribed selection procedures of the University. Therefore, since Shri. Joseph who was initially

appointed as an Assistant in the RSIC without undergoing proper Selection Procedures of the University on the recommendation of the Advisory Committee of the RSIC and not by the Selection Committee of the University, hence, the service of Shri. Joseph P cannot be merged with the NEHU cadre of the corresponding post/grade. The case of merger will arise only when Shri. Joseph P is selected through regular Selection procedures of the University as and when the vacancy arises.

The above issues as at (a), (b) and (c) are placed before the E.C. for taking necessary decisions.

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(b) Secondly, the E.C. vide Resolution No. 23:24:502(v) at Annexure 'B' had decided that the RSIC staff will be eligible for retirement benefits from the savings that could be made from the RSIC's revenue to be deposited with NEHU. This implies that the said benefits will be extended to RSIC staff from the savings of the RSIC via-a-via till such time the DST extends its support to RSIC. However, in the event if DST withdraws its support in future, whether NEHU will be able to bear the retirement liabilities from its own resources to the RSIC employees?

(c) As stated at (a) above, the merger of RSIC staff with the NEHU staff will be applicable only to those who have been recruited as per the prescribed selection procedures of the University. Therefore, since Shri. Joseph who was initially

- (vi) ABSORPTION OF RSIC STAFF IN THE NEHU CADRE AND THAT RSIC POSTS WOULD BE INTER-TRANSFERABLE WITH EQUIVALENT NEHU POSTS -

No.EC:68:90:6:06(vi) : The Council RESOLVED to approve the recommendation of the committee constituted by the Council that the following decisions may be implemented by the University.

1. The RSIC staff be treated at par with other NEHU staff in terms of salary structure, service conditions, permanency of posts, leave rules, medical benefits, retirement benefits, gratuity etc. payment of pensionary and other retirement benefits will, however, be admissible only if the DST contributes its share towards GPF/CPF.
2. The non-technical staff may be transferred within NEHU but transferability will not apply to technical staff.
3. The rules of the University will apply in respect of promotions of technical staff.

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(v) PAYMENT OF PENSIONARY BENEFITS TO RSIC STAFF.

No.EC:82:94:6:06:(v) The Council considered the question of payment of pension and other retirement benefits to the staff of the RSIC and RESOLVED that in view of the saving that could be made from the revenue income of the RSIC to be deposited with NEHU, the staff of the RSIC may be made admissible to pension and retirement benefits and the Memorandum of understanding with the Department of Science and Technology may be executed by deleting the concerned clause objected to by the Department of Science and Technology.

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(xv) DEMAND FOR A COMMON SENIORITY FOR PACHHUNGA  
UNIVERSITY COLLEGE NON-TEACHING STAFF.

No.EC:90:96:6:6(xv) : The council considered the  
recommendations of the High Power Committee appointed to  
look into the demand for the Common Seniority between the  
Pachhunga University College Non-Teaching staff and the  
University's Non-Teaching staff and RESOLVED THAT a common  
seniority between the two is not feasible.

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(xi) Absorption of RSIC Staff in the NEHU Cadre.

No: EC: 92: 97: 6: 6: (xi): The Council considered the absorption of the staff of the RSIC in the University's Non-Teaching staff cadre and RESOLVED that Smti. Rajamma K. L.D.C. and Smti. K. Thangkhiew, L.D.C. may be absorbed within the University structure as and when RSIC comes under NEHU. However, in the case of Shri Joseph P., Assistant, could not be considered as he was not appointed through a Selection Committee in accordance with the University's recruitment policy. His case may be considered as and when he qualified the test as laid down by the University.

(xii) Consideration of Eligibility for promotion of Ms. M. Pyngrope, Lab Assistant, Chemistry Department vis-a-vis the recruitment policy effective date of application of the revised recruitment policy.

No: EC: 92: 97: 6: 6: (xii): The Council considered the promotion case of Ms. M. Pyngrope, Lab. Assistant, Chemistry Department and RESOLVED that her case alongwith that of Shri B. Das, Store-Keeper may be placed before the Advisory Committee for Cadre Management.

(xiii) Special Duty Allowance (SDA) in North-Eastern Region.

No: EC: 92: 97: 6: 6: (xiii): The Council considered the grant of Special Duty Allowance to the employees of the University and RESOLVED that in view of the Supreme Court's judgement the same may be dis-continued with effect from 1.4.1997.

(xiv) Benefits on transfer from other Bodies/ Organisations.

No: EC: 92: 97: 6: 6: (xiv): The Council considered the benefits on transfer from other Bodies/Organisations and RESOLVED that para-7 of the Government of India's Orders of 29.8.84 may be read with Government of India's Order of 22.2.1988.

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