

DC  
NORTH EASTERN HILL UNIVERSITY  
SHILLONG- 793 001

No. EC:62/1/Conf/88- 1724 Dated, Shillong the 26th August, 1988

To

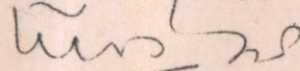
All Members of the  
Executive Council,  
North-Eastern Hill University.

Subject: Agenda Papers for the 62nd Meeting of the Executive  
Council.

Sir/Madam,

I am forwarding herewith the Agenda Papers for the 62nd  
Meeting of the Executive Council scheduled to be held on the 7th  
September, 1988 at 11:00 A.M. for favour of your information and  
consideration.

Yours faithfully,

  
(D. C. Pant)  
Registrar

Encl: a, a.

NORTH-EASTERN HILL UNIVERSITY  
SHILLONG - 793 001.

A G E N D A

SIXTY SECOND MEETING  
OF THE  
EXECUTIVE COUNCIL

7th September, 1988, Shillong

NORTH-EASTERN HILL UNIVERSITY  
SHILLONG - 793 001

AGENDA PAPERS FOR THE SIXTY-SECOND MEETING OF THE EXECUTIVE COUNCIL

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Item No. I

CONFIRMATION OF THE MINUTES.

(i) The Minutes of the 61st meeting of the Executive Council held on the 2nd May, 1988 and the Minutes of the 3rd Emergent Meeting held on the 23rd July, 1988 were circulated amongst the members inviting comments from them, if any.

No comments were received from the members. The Minutes of the 61st meeting and the Minutes of the 3rd Emergent Meeting of the Executive Council may, therefore, be taken as confirmed.

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2:1 (1)

- (i) Minutes of the 19th meeting of the Local Executive Council.

The meeting of the Local Executive Council, as authorised by the Council in its 61st meeting held on the 2nd May, 1988, was held on the 6th July, 1988. The Minutes of the meeting containing various decisions, as already circulated to the members, is placed at Annexure - 'A' for the information and ratification of the Council.

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2:2 (1)

- (ii) Minutes of the 19th meeting of the Local Executive Council.

The meeting of the Local Executive Council, as authorised by the Council in its 61st meeting held on the 2nd May, 1988, was held on the 6th July, 1988. The Minutes of the meeting containing various decisions, as already circulated to the members, is placed at Annexure - 'A' for the information and ratification of the Council.

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2:2 (1)

- (iii) Minutes of the 19th meeting of the Local Executive Council.

The meeting of the Local Executive Council, as

NORTH-EASTERN HILL UNIVERSITY  
SHILLONG - 7930 01

MINUTES OF THE NINETEENTH MEETING OF THE LOCAL EXECUTIVE  
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MINUTES OF THE 19TH MEETING OF THE LOCAL EXECUTIVE COUNCIL

The 19th meeting of the Local Executive Council was held on the 6th July, 1988 at 2.00 p.m. in the Conference Room of the Administrative Building, North-Eastern Hill University, Shillong.

WELCOME:

The Chairman welcomed the members to the 19th meeting of the Local Executive Council.

APOLOGY :

A letter of apology was received from Shri W.R. Laitflang, Director of Public Instruction, Meghalaya, Shillong.

PRESENT :

The list of members who attended the meeting is appended as Appendix - I.

Item No. 3      RATIFICATION OF ACTION TAKEN  
BY THE VICE-CHANCELLOR -

- (i) Extension of adhoc appointment in respect of Dr.(Mrs.) S. Wangu, Lecturer in Botany, Pachhunga University College, Aizawl.

LEC:19:88:03(i) The Council RESOLVED to ratify the action taken by the Vice-Chancellor in extending the term of service of Dr.(Mrs.) S. Wangu, Lecturer in Botany, Pachhunga University College, Aizawl for another period of 6 (six) months with effect from 26.2.88 vice Shri Tawngenga, Lecturer, granted study leave for 3 years from 17. 3. 87.

- (ii) Appointment of Lecturer (adhoc basis) in English Department, Pachhunga University College, Aizawl.

LEC:19:88:03(ii) The Council RESOLVED to approve appointment of Smti Zothankimi as Lecturer in English, Pachhunga University College, Aizawl on adhoc basis for a term of six months against a regular vacant post of Lecturer since advertised.

- (iii) Extension of the term of contract appointment of Shri Atul Dev Sarma, Assistant Editor.

LEC:19:88:03(iii) The Council RESOLVED to approve extension of the term of contract appointment of Shri Atul Dev Sarmah, Assistant Editor for a further period of one year with effect from 30. 5. 88.

(iv) Extension of adhoc appointment in respect of Dr. P.Rinawma, Lecturer in Geography, Pachhunga University College, Aizawl.

LEC:19:88:03(iv) The Council RESOLVED to approve extension of the services of Dr. P.Rinawma, Lecturer in Geography, Pachhunga University College, Aizawl with effect from 11. 2. 88 until further orders vice Smti. Lalhlimpuii, Lecturer, granted E.O.L. for 2 (two) years.

Item No. 6 ADMINISTRATIVE MATTERS - (1)

661 SELECTION COMMITTEE -

(i) Recommendations of the Selection Committees.

LEC:19:88:6:1(i) The Council RESOLVED to approve the recommendations of the Selection Committees for faculty positions as indicated below :-

Institute of Self-Organising Systems and Bio-Physics.

Lecturer - (1) Shri R.H. Duncan

(2) Dr. P.K. Bajpai

Waiting list

Dr. T.K. Sinha.

Department of Mathematics.

Lecturer - Dr. C.R. Mondal (for Shillong)

Dr. V. Sharan (for School of Agricultural Sciences, Medziphema)

Shri A. Mukopadhyay (W/L).

None was found suitable for Pachhunga University College Aizawl.

Computer Science, Shillong.

Dr. T.K.Sinha with five advance increments

Subjects to U.G.C.'s approval.  
One advance increment may, however, be given while sending the offer.

Waiting List -

Dr. Sheo Kumar with one advance increment.

6:2 - Appointment/Creation-Upgradation of posts/  
Confirmation/Extension/Option/Transfer/  
Release/Termination

- (i) Re-Instatement of Dr. K.J. Joseph  
Reader in Education and payment of  
arrear salary and allowances from  
17. 7. 82 -

LEC:19:88:6:2(i) The Council felt that the matter may be considered by the Regular Executive Council and, in view of the urgency of the matter and to facilitate expeditious action, the Council RESOLVED that an emergent meeting of the Executive Council may be convened on 23. 7. 88 at 11.00 a.m.

The Council further resolved that the Legal Adviser of the University may be invited to attend the Emergent Meeting.

- (ii) Appointment of Shri S.K. Austin John  
as the Director, Academic Staff College.

LEC:19:88:6:2(ii) The Council RESOLVED to approve the proposal for appointment of Shri S.K. Austin John as the Director, Academic Staff College, N.E.H.U., Shillong and to authorise the Vice-Chancellor to negotiate the terms and conditions of appointment with Shri S.K. Austin John, subject to the conditions laid down in the U.G.C. Rules for re-employment of persons on superannuation.

- (iii) Appointment of Miss Utpala Sewa as Lecturer in English, Kohima Campus.

LEC:19:88:6:2(iii) The Council considered the request of the Pro Vice-Chancellor, Nagaland Campus for appointment of substitutes vice Dr. K.C. Joseph and Dr. (Miss) Mukta Joshi in the Department of English at Kohima Campus and the suggestion made by the Head of the Department of English, Shillong and RESOLVED that appointment be made through a Local Selection Committee and by issuing a short-term advertisement.

- (iv) Appointment to the faculty position in the Department of Ancient History and Culture, Kohima.

LEC:19:88:6:2(iv): The Council was apprised that the post of Professor/Reader was advertised three times in the past, but the University could not fill up the position. The Council, therefore, RESOLVED that, while further attempts may be made to fill the vacancy, one post of Lecturer may be created for the Department and an effort may be made by advertising the post to find a suitable candidate. The Local Selection Committee may interview the candidates and recommend suitable candidates.

6:3 - Leave/Deputation -

- (i) Extension of Study Leave to Dr. M.Y. Khan, Reader in Bio-Chemistry.

LEC:19:88:6:03(i): The Council considered the letters of Dr. M.Y. Khan, Reader in Bio-Chemistry, dated the 2nd February, 1988 and 31st May, 1988 together with the recommendation of the Head, Department of Bio-Chemistry. The Council RESOLVED to grant extra-ordinary leave for 5 (five) months with effect from 1st April, 1988, combined with the study leave earlier granted to him to enable the teacher to take advantage of the Fulbright Fellowship. It, however, observed that cases for grant of study leave or extension should be routed through the School Board as provided in the Ordinance,

- (ii) Extension of Study Leave of  
Dr R.N. Sharan, Lecturer in  
Bio-Chemistry --

LEC:19:88:6:03 (ii): The Council considered the letters dated the 15th April, 1988 and 6th June, 1988 of Dr R.N. Sharan, Lecturer in Bio-Chemistry together with the comments of the Head, Department of Bio-Chemistry. The Council RESOLVED to grant extra-ordinary leave for 4 (four) months from 1st June, 1988 to 30th September, 1988 combined with the Study Leave of one year earlier granted to him. It, however, observed that in future all cases for grant of Study Leave or extension should be routed through the School Board as provided in the Ordinance.

6:6 - Service Condition/Financial  
& Other Benefits -

- (i) Pay fixation in the Revised Scales -

LEC:19:88:6:06 (i): The Council recalled its resolution No. EC:50:86:03 (vi) and noted the decision of the University to treat the Personal Allowance as pay for all purposes so long as a teacher served in N.B.H.U. The Council, after careful consideration, RESOLVED to adopt the following resolutions :-

(a) The last pay drawn will have to be protected while <sup>fixing</sup> the pay of a teacher in the Revised Scale.

(b) The Lecturers with Ph.D. Degree, who had been granted three advance increments in accordance with its resolution No. EC:33:83:10 should not be granted for the second the three advance increments under the Revised Pay Scale Scheme for the same purpose of obtaining the Ph.D. Degree.

(c) The Research Associates may be designated as Lecturer with effect from 1.1.86, the day of introduction of the Revised Pay Scale, as the prescribed minimum qualification to hold the post of Lecturer is MA/MSC/M Com under the new scheme of the revision of Pay Scales.

(d) A case was made that contract Professors and superannuated Professors on contract were appointed on some extraordinary basis, which still exists, and the University views this with sympathy and approval and this should be taken up with U.G.C. for modification for pay fixation at par with what they were offered in individual contracts.

Item No. 7

FINANCIAL MATTERS :

7.1 - Finance Committee -

- (i) Minutes of the 28th meeting of the Finance Committee held on 12.5.88 -

LEC:19:88:7:01 (i): The Council RESOLVED to approve the decisions made by the Finance Committee in its meeting held on the 12th May, 1988 in respect of creation of posts and N.E.H.U. Fellowship.

The Council further RESOLVED that the services of the Artist-cum-Photographer, who may be appointed against the new post created for the Department of Bio-Chemistry should be made available to the School as a whole.

Item No. 8

ITEM FROM THE CHAIR :

- (i) Alleged forgery committed by Dr R. Hangloo, Lecturer, Department of History -

LEC:19:88:08 (i): The Council considered the case of forgery alleged to have been committed by Dr R. Hangloo, Lecturer in History while submitting his claim for leave travel concession to visit his home town in the month of January, 1988, for which an advance of Rs.14,400/- was sanctioned. The documents and vouchers etc were placed before the Council by the Chair. The Council was apprised that the entire amount of Rs.14,400/- had been refunded by Dr R. Hangloo and he tendered a written apology to the Vice-Chancellor. The Council, in view of the

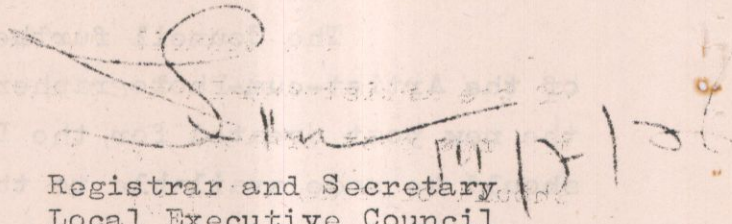
written apology and refund of the amount by Dr Hangloo, RESOLVED to drop the disciplinary proceedings contemplated against him. It, however, RESOLVED that its displeasure may be recorded and conveyed to Dr Hangloo. The Council further observed that the Vice-Chancellor in future should take stern action against any employee who may be found guilty of committing financial and administrative irregularities.

The Council was informed that Shri D.C. Pant, Registrar will be proceeding to the United Kingdom to attend the Course on University Management and Higher Practice from 15th July, to 12th August, 1988 at the University of Warwick and the University of Nottingham under the Commonwealth Administrative Travelling Fellowship awarded to him by the Association of Commonwealth Universities. The Council conveyed its greetings and best wishes to the awardee and expressed its pleasure.

The meeting ended at 6:00 P.M. with a Vote of Thanks from the Chair.

Sd/- R.K. Mishra  
Chairman.  
Local Executive Council.

Registrar and Secretary  
Local Executive Council



NORTH-EASTERN HILL UNIVERSITY  
SHILLONG - 793 001

APPENDIX - I

LIST OF MEMBERS ATTENDING THE 19TH  
MEETING OF THE LOCAL EXECUTIVE  
COUNCIL HELD ON 6TH JULY, 1988.

Members Present :-

- |  |           |
|--|-----------|
| 1. Prof. R.K. Mishra,<br>Vice-Chancellor,<br>North-Eastern Hill University,<br>Shillong. | Chairman  |
| 2. Prof. R.R. Mehrotra,<br>Pro Vice-Chancellor,<br>Mizoram Campus, Aizawl.               | Member    |
| 3. Prof. M.K. Khare.   | -Do-      |
| 4. Sr. Mary Germaine.  |           |
| 5. Prof. J.B. Bhattacharjee.   | -Do-      |
| 6. Shri Kiremwati Ao,<br>Pro Vice-Chancellor,<br>Nagaland Campus, Kohima.                | -Do-      |
| 7. Dr. A.P. Sinha.   | -Do-      |
| 8. Prof. R.K. Rai.   | -Do-      |
| 9. Prof. R.S. Lyngdoh.   | -Do-      |
| 10. Shri D.C. Pant,<br>Registrar.  | Secretary |

3:1:(1)

Item No. 3 RATIFICATION :

Appointment of Heads of Departments.

The term as Head of the Department of Prof. P.K. Mishra, Department of Anthropology and of Prof. I.M. Simon, Department of Khasi, expired on 17.7.88 and 30.6.88 respectively.

The Vice-Chancellor has therefore appointed Prof. B.N. Saraswati and Dr. H.W. Sten as succeeding Heads of the Department of Anthropology and Khasi respectively for a term of 3 years.

The term of headship of Prof. K.K. Chatterjee in the Department of Zoology also expired on 30. 6. 88 but his term has been extended until further orders by the Vice-Chancellor.

The matter is placed before the Council for ratification.

- (ii) Study Leave of Dr. K.C. Joseph,  
Lecturer in English, Kohima.

Dr. K.C. Joseph, Lecturer, English Department, Kohima Campus has applied for study leave for a period of 2 (two) years w.e.f. February, 1988.

His application had been placed before the Executive Council in its last meeting and the Executive Council desired the teacher to furnish the following:

- (1) To indicate the place where he proposes to undertake the research
- (2) To submit the detailed programme of research to be taken up
- (3) To indicate how the Project will benefit the University.

The incumbent vide his letter dt. 4.5.88 at Annexure - 'A' furnished the information.

The matter was put up to the Vice-Chancellor for his approval. The Vice-Chancellor approved the study leave and sanction order was issued for a period of 2 (two) years w.e.f. 1st June, 1988 as per the provision of Ordinance OE-6.

The matter is placed for ratification by the Council.

4.5.1988

The Vice Chancellor  
North Eastern Hill University  
Shillong.

Subject : Study Leave

Sir,

This refers to the office letter No. G.7-3/Acad/84-1056-57 dated 4.5.1988, wherein I have been asked to

- (1) indicate the place where I propose to undertake the research,
- (2) submit the detailed programme of research to be taken up, and
- (3) indicate how the project will benefit the University.

(1) I propose to undertake my research from Delhi and Calcutta, utilizing the library resources available there.

(2) The detailed programme of research has already been submitted to the office, and is actually in the office files here.

(3) The authors listed in my research project are all major poets in the English language and are listed in the M.A. and M.Phil. programmes of this University and in the words of Prof D.P.Singh in his letter recommending my postdoctoral research programme, "it is highly desirable" that the English Dept of the North Eastern Hill University should have a faculty member with expertise in this area.

Sir, be so good as to expedite sanction of my studyleave.

Yours faithfully,

Sd/-

( K.C. Joseph )

The Pro-Vice-Chancellor, NEHU, Kohima.

(iii) Part-time teaching assignment of Dr.K.M.Warjri, Lecturer, Centre for Adult & Continuing Education, NEHU - approval thereof.

Dr.K.M. Warjri, Lecturer, Centre for Adult and Continuing Education, NEHU, sought permission to continue his part-time teaching assignment at Women's College, Shillong which he had been doing before joining NEHU, on a monthly honorarium of Rs.125/-only.

The Vice-Chancellor has approved to the above subject to the condition that it does not hamper his normal work in the Centre.

The matter is reported to the Council for ratification.

- (iv) Absorption of Shri. J.W. Smith former Vice-Principal Pachunga University College, in the administrative cadre.

Shri. J.W. Smith was transferred from Pachunga University College to the Headquarter w.e.f. 6.12.80 and the Executive Council in its 35th meeting decided to post him as O.S.D and to absorb him when a suitable post is available.

On his initial posting in the Headquarters, there was no suitable post to appoint him substantively. Hence, he was appointed against the post of Asst. Registrar substantively held by Shri. S.N. Maitra who was then serving in the Calcutta University, Keeping his lien in N.E.H.U. Shri. Maitra's lien was terminated w.e.f. 5.1.83.

As such, for his appointment as Assistant Registrar w.e.f. 6.12.80 to 4.1.83, Shri. Smith is considered to be holding a lien to his substantive teaching post at Pachunga University College. W.e.f. 5.1.83 i.e. the date of termination of Shri. Maitra's lien, he is substantively absorbed in the Asst. Registrar post vacated by Shri. Maitra with his seniority as Asst. Registrar being reckoned from 6.12.80.

Shri J.W. Smith reached the maximum of the Scale of pay of Asstt. Registrar in 1985. He joined the college as Lecturer on 10.8.62 and put in 26 years of service.

The matter is placed before the council for ratification.

- (v) Ratification of Extra-ordinary Leave granted to Dr.P.Jothilingam, Reader, Department of Mathematics, NEHU, Shillong.

Dr.P. Jothilingam, Reader, Department of Mathematics, NEHU Shillong was granted extra-ordinary leave for 1(one) year with effect from 1st April, 1981 to join the Centre for Advanced Studies and Research, Punjab University, Chandigarh vide office order No.F.18-133/Estt-II/77-39, dated 20th March, 1981.

The order was subject to the ratification of the Executive Council, which inadvertently was not placed before the Council.

Now at present, the Executive Council in its 61st meeting has approved the transfer of service of Dr.P.Jothilingam to the Pondicherry University where he has joined with effect from 11th December, 1986.

To effect transfer of service, the above extra-ordinary leave period needs to be regularised.

The matter is placed before the Council for ratification

COPY/

No.F.18-33/Estt/77-39

March 20, 1981

O R D E R

Sanction of the Vice-Chancellor, NEHU, Shillong is hereby conveyed to the grant of Extra-ordinary Leave to Dr.P.Jothilingam, Reader & Head, Deptt. of Mathematics, NEHU Shillong for 1(one) year with effect from 1.4.1981 subject to ratification by Executive Council to enable him to join Centre for Advanced Studies and Research, Punjab University, Chandigarh.

Sd/-  
( M.R. Mawlong )  
Registrar

Copy to:-

1. Finance Officer, NEHU, Shillong.
2. Accounts Section, NEHU, Shillong.
3. Dr.P.Jothilingam, Reader & Head, Deptt. of Mathematics, NEHU.
4. Deptt. of Mathematics, NEHU, Shillong.
5. P.S. to the V.C. NEHU, Shillong.
6. Personal File.

- (vi) Implementation of the recommendations of the IV Pay Commission in respect of Medical Officers.

The UGC vide its letter No. F. 13-2/86(NP-1) dated 22.4.83 appended at Annexure 'A' has forwarded the guidelines of the Ministry of Health & Family Welfare regarding the revised scales and other facilities for the staff of Medical Unit.

The revised scales are as follows :

Medical Officer	- Rs. 2200 - 4000.
Senior Medical Officer	- Rs. 3000 - 4500.

The facilities allowed to such staff are as follows :

i. Promotion of Medical Officer to Senior Medical Officer on the basis of seniority-cum-fitness after completion of 5 years service. The promotion will be on interchange ability of posts.

ii. The Non Practising Allowance rates are as follows :

<u>Pay range :</u>	<u>Rate of NPA :</u>
Below Rs. 3000/-	Rs. 600/-
Rs. 3000/- 3699/-	Rs. 800/-
Rs. 3700 and above	Rs. 900/-

iii. Grant of Annual Allowance of Rs. 3000/- to Specialists and Rs. 1200/- to General Duty Medical Officers payable at the rate of Rs. 250/- P p.m. and Rs. 100/- p.m. respectively. The Annual Allowance is granted with a view to encourage their academic research and other professional pursuits and at the end of the financial year, the Specialist/General Duty Medical Officers will be required to furnish a certificate certifying that the allowance has been utilised for the purpose it was drawn .

The fixation of pay in the revised scales has been processed on the approval of the Vice-Chancellor .

The matter is placed before the Council for ratification.

UNIVERSITY GRANTS COMMISSION  
VAHADUR SHAH ZAFAR MARG  
NEW DELHI - 110002

Annexure- 'A'

No.F.13-2/86(NP-I)

The Registrar,  
Aligarh Muslim University,  
Aligarh - 202001.

The Registrar,  
Visva Bharati,  
Santiniketan - 731235.

The Registrar,  
Banaras Hindu University,  
Varanasi - 221005.

The Registrar,  
University of Hyderabad,  
Hyderabad-500001.

The Registrar,  
Jawaharlal Nehru University,  
New Mehrauli Road,  
New Delhi - 110067.

The Registrar,  
University of Delhi,  
Delhi - 110007.

The Registrar,  
North-Eastern Hill University,  
Shillong - 793001.

The Registrar,  
Central University Pondicherry,  
128, Rangapillai St.,  
Pondicherry.

Subject: Revised scales & other facilities for staff in Medical  
Dispensaries.

Sir,

I am directed to send herewith copies of the Government of India. Ministry of Health and Family Welfare letters on various subject matters relating to the Medical Posts for implementing the same in your University.

Receipt of this letter may please be acknowledged.

Yours faithfully,

Encl : As above.

Sd/ T.R. Kem  
Deputy Secretary

Copy to Shri Nirmal Singh, Desk Officer, Ministry of Human Resource Development (Department of Education) New Delhi, with reference to his d.o. letter No.F.1-1/88-Desk(U) dated 12-4-88, for information.

2. P.S to Secretary, UGC.

Sd/T.R.Kem  
Deputy Secretary

No.A.11014/46/07-CHS II  
 Government of India  
 Ministry of Health & Family Welfare

IMMEDIATE

To New Delhi, dated the 20th Aug., 1987.

All Participating Units of CHS.

Subject:- Post of Medical Officers (Rs.2200-4000) and Senior Medical Officers (Rs. 3000-4500) in CHS -Inter-Changeability thereof -

Sir, I am directed to say that at present the posts of Medical Officer's Grade in the first two stages available in different units participating in CHS fall under the following categories :-

1. Medical Officer - Rs. 2200-4000
2. Senior Medical Officer-Rs. 3000-4500

As per the existing rules, a Senior Medical Officer cannot be adjusted against the post of a Medical Officer.

2. It may be recalled that the Doctors' Association has submitted several demands to the Government before getting on strike on 20.7.77. One of the demands of General Duty Officers (Medical Officers) was that they should have three time bound promotions in the first 15 years of service. This demand has been considered by the Government. It has been decided that in order to improve the promotional prospects of Medical Officers (Rs.2200-4000), they may be promoted to the grade of Senior Medical Officer in the scale of Rs. 3000-4500 after five years of regular service as Medical Officer on the basis of Seniority-cum-fitness. Vacancies are to be worked out on the basis of the combined strength of Senior Medical Officers and Medical Officers and the total number of officers in position in both the grades put together. The combined strength of Medical Officers and Senior Medical Officers shall remain unaltered and the posts will be interchangeable. The above decision has been approved by the Cabinet.

In pursuance of above decision, action has already been initiated to promote Medical Officers with five years regular service as Senior Medical Officer. As soon as the requisite administrative formalities are completed, necessary orders regarding their promotion will be issued.

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In view of the above it will be now possible to post Senior Medical Officers and Medical Officers on the basis of interchange-ability. It is requested that necessary follow-up action, if any, required by way of providing funds etc. may please be taken in consultation with the Administrative Ministries concerned so that no difficulty is encountered when Senior Medical Officers are posted against the vacancies of Medical Officers.

Yours faithfully,

Sd/-P.K.Kapur  
Under Secretary to the Govt. of India.

No. A. 11014/46/87-CHS-II

Copy for necessary action forwarded to :-

1. Secretary, Ministry of Home Affairs, New Delhi (Shri C.G. Somiah).
2. Secretary, Ministry of Finance, New Delhi (Shri S. Venkitaraman)
3. Secretary, Postal Services Board (Ministry of Communications) New Delhi (Shri R.C.Gupta).
4. Secretary, Department of Rehabilitation, New Delhi.
5. Secretary, Ministry of Labour, New Delhi (Shri Badal Rai).
6. Secretary, Ministry of Surface Transport, New Delhi.
7. Secretary (Medical), Delhi Administration (Smt.) Vineeta Rai).  
Sham Nath Marg, Delhi - 54.
8. Secretary, Ministry of Urban Development.
9. Secretary, Ministry of External Affairs.

Sd/- P.K.Kapur

Under Secretary to the Govt. of India

Copy forwarded for information to :-

1. FA/US(CHS-II).
2. CHS-I Section.
3. CHS V Section.

No. A.27023/1/87-CHS.V

Government of India

Ministry of Health &amp; Family Welfare

New Delhi, dated the 22nd , Sept., 1987.

To

All participating units  
of Central Health Service.Subject: Recommendations of the Fourth Central Pay Commission  
Grant of Non Practising Allowance at revised rates to  
the posts included in Central Health Service.

Sir,

I am directed to say that the recommendations of the Fourth Central Pay Commission relating to rates of Non-Practising Allowance in the revised scales for posts included in the Central Health Service, have been under consideration of the Government of India for some time. After careful consideration the Government have decided that the recommendations of the Pay Commission may be improved upon.

2. The President has accordingly been pleased to decide that the revised rates of Non-Practising Allowance for posts included in the Central Health Service in the revised scales of pay would be as indicated below and would be affective from the date an employee draws pay in the revised scale applicable to him in accordance with the Central Civil Service (Revised Pay) Rules, 1986 :-

Non- Practising Allowance

Pay range in the revised scale of pay	Rate of N.P.A. per month
Below Rs. 3000/-	Rs. 600/-
Rs. 3000/- and above but below Rs. 3700/-	Rs. 800/-
Rs. 3700/- and above	Rs. 900/-

Contd/.../-

3. The Non-Practising Allowance will be treated as 'Pay' for all service matters. In other words the Non-Practising Allowance will be taken into account for computing D.A., entitlement of T.A/D.A. and other allowances as well as for calculation of retirement benefits.

4. This issues with the concurrence of Finance Division Vide Joint Secretary (FA)'s Dy. No.4336/87, dated 22nd September, 1987.

Sd/- Ravi Datt

Under Secretary to the Government of India.  
Tel: 3019288.

No.A.27023/1/87-CHS.V  
Copy forwarded to :-

Dated the 22nd, Sept., 87.

1. Pay & Accounts Officer, Ministry of Health & Family Welfare , Nirman Bhavan, New Delhi.
2. Ministry of Finance (Deptt. of Expenditure) (C-III Branch) with reference to their O.M. No.7(15)/E.III/87, dated 18 Sept., 1987.
3. All Administrative Sections in the Ministry of Health & Family Welfare and Dte. General of Health Services, New Delhi.
4. 100 Spare Copies.

Sd/- Ravi Datt

Under Secretary to the Govt. of India.

3:6:(7)

A.27023/3/87-CES.V.  
Govt. of India

Ministry of Health and Family Welfare

New Delhi, the 25th February, 1988

To

All the participating units of the  
Central Health Service.

Sub: Grant of Annual Allowance to Central Health Service doctors  
for academic and research pursuits.

Sir,

I am directed to say that the question of grant of Annual Allowance to the Central Health Service doctors with a view to encouraging their academic, research and other professional pursuits has been under consideration of the Government for sometime. The President is pleased to decide that an Annual Allowance of Rs.3000/-(Rupees three thousand) only will be granted to all the officers of the Central Health Service belonging to Teaching, Non-Teaching and Public Health Sub-cadres and Annual Allowance of Rs.1200/-(Rupees one thousand two hundred) only will be granted to officers belonging to General Duty Sub-cadre of the Central Health Service subject to the following conditions:-

- i) The Allowance will be paid to officers belonging to Specialists Sub-cadre or Teaching, Non-Teaching and Public Health at the rate of Rs.250/-(Rupees two hundred fifty) only per month and to General Duty Medical Officers at the rate of Rs.100/-(Rupees one hundred) only per month.
- ii) At the end of the financial year, each Specialist/General Duty Medical Officer will be required to furnish a certificate to the effect that the amount of Annual Allowance has been utilized for the purpose it was drawn. In the case of retirement/resignation before the end of the financial year, such a certificate will be furnished at the time of such retirement/resignation.

2. These orders will take effect from 1st July, 1987.

3. This issues with the concurrence of Department of Personnel and Training vide their I.D. NO.21011/36/87-Estt(Allowances), dated the 18th February, 1988.

Yours faithfully,

Sd/- P.K.Kapur  
Under Secretary to the Government of India  
Tel.No.3018659

No.A.27023/3/87-CHS.V.

Copy to :

1. Pay and Accounts Officer, Ministry of Health and Family Welfare, Nirman Bhavan, New Delhi.
2. Department of Personnel and Training (Establishment (Allowance)Section) with reference to their I.U.NO.21011/36/87-Estt, Allowances), dated 18.2.88.
3. Department of Expenditure, Ministry of Finance, New Delhi(Attention:Shri G.P. Verma, Joint Secretary).
4. Ministry of Railways, Railways Boards, New Delhi(Attention:Shri M.Seetharam, Executive Director).
5. Ministry of Labour, New Delhi(Attention: Shri Badal Roy, Secretary).
6. Shri P.P. Chauhan, Commissioner, Municipal Corporation of Delhi, Town Hall, Delhi.
7. Ministry of Home Affairs, New Delhi(Attention: Shri V.K. Jain, Additional Secretary).
8. Shri Dharam Dutt, Administrator, N.D.M.C., Connought Place New Delhi.
9. CHS.I/CHS.II/CHS.III/CHS.IV Sections, Ministry of Health and Family Welfare.
10. PS to AS(H), Ministry of Health and Family Welfare.
11. PS to JS(S), Ministry of Health and Family Welfare.

Sd/- P.K.Kapur

Under Secretary to the Government of  
India Tele. No,3018659

'Gusain'

No.A.32012/1/88-CHS.II  
Government of India

Ministry of Health & Family Welfare

New Delhi, dated the 14th March,  
1988

To

All Participating Units/Organisations  
of CHS.

Subject :-

Promotion of Senior Medical Officers  
(Rs.3000-4500) to the post of Chief Medical  
Officer (Rs.3700-5000) of the CHS - Regarding.

Sir,

I am directed to say that the President is pleased to promote the Senior Medical Officers in the scale of Rs.3000-4500 of the CHS as mentioned in the Annexure to this letter to the post of Chief Medical Officer (Rs.3700-5000) of the CHS on an officiating basis with effect from the date they assume charge of the post of Chief Medical Officer in the concerned institution/organisation as indicated against each.

2. In the event of an officer, who is promoted, being on study leave, deputation on Foreign assignment, the promotion will take effect from the date he/she assumes charge of the post on completion of his/her study leave/return from foreign assignment.

3. In case any officer included in the Annexure is or has been on unauthorised absence during the past five years, he/she may not be promoted to the post of Chief Medical Officer till a decision regarding regularisation of unauthorised absence is taken. The details of such cases may please be reported to this Ministry.

4. On promotion to the post of Chief Medical Officer, the pay of the officers shall be fixed in the scale of Rs.3700-5000 under F.R. 22-C.

5. The seniority of the Officers will be regulated on the basis of their inter-se-seniority in the grade of Senior Medical Officers of the CHS or as may be determined by the Government in accordance with the relevant rules. The list of officers in the Annexure is not in order of seniority list in the post of Senior Medical Officer.

6. A copy of this letter may please be made available to the Officers concerned. Their charge relinquishment report in the post of Senior Medical Officer/assumption report in the post of Chief Medical Officer (in duplicate) may please be obtained and forwarded to this Ministry for further necessary action.

Yours faithfully,

Sd/- P.K. Kapur

Under Secretary to the Govt of India

No. A. 11014/2/88-CHS.II

1. Copy to all Pay and Accounts Offices.
2. The Admn. Officer, CGHS, New Delhi.
3. Concerned officers through the Heads of Office/Department of Organisation/Institution. In case they, on promotion, are posted to P. & T or Ministry of Labour, it is requested that they may contact the Ministry of Communication, Department of Posts, New Delhi & Ministry of Labour, Jaisalmer House, Single Storey Hutments, Man Singh Road, New Delhi respectively for their posting.
4. Ministry of Communications (Deptt. of Posts) New Delhi.  
(Shri. S. Chadha, Director (Staff))
5. Ministry of Labour, Jaisalmer House, Single Storey Hutments, Man Singh Road, New Delhi. (Shri S.S. Bhalla, Under Secretary)
6. CHS.I Section.
7. CHS.V Section.
8. CGHS I/II Sections.
9. PH(IH) Section of the Dte. G.H.S.
10. Medical (F & S) Section of the Dte. GH.S.
11. Admn. I/II Section of the Dte. G.H.S.
12. Estt. III Section.

Sd/- P.K. Kapur

Under Secretary to the Govt. of India.

No.A.27023/2(B)/87-CHS.V  
Government of India  
Ministry of Health & Family Welfare

New Delhi, dated the  
10-11-97

To

All the participating units of the C.H.S.

Subject : Grant of Conveyance Allowance to Specialists/General Duty Medical Officers of the C.H.S. working in hospitals.

Sir,

I am directed to say that the President is pleased to decide that the Specialists/General Duty Medical Officers of the Central Health Service working in hospitals will be granted Conveyance Allowance for visiting the hospital outside their duty hours and performing other official duties as indicated below :-

(1) The maximum amount of Conveyance Allowance per month admissible to the Specialist/General Duty Medical Officer will be as under :-

S.No	Mode of Conveyance	Rate of Conveyance Allowance
i)	For those who maintain their own Motor Car	Rs. 550/- p.m.
ii)	For those who maintain Scooter/Motor Cycle	Rs. 180/- p.m.
iii)	For those who do not maintain either car or motor cycle/scooter	Rs. 150/- p.m.

(2) For entitlement to the maximum amount of Conveyance Allowance mentioned above in Sub-para(1), every Specialist/General Duty Medical Officer is required to pay on an average (to be computed for a three month period) a minimum of 20 visits to the hospital, outside his normal duty hours. Where however, the number of visits to the hospital fall short of this minimum limit of 20 but not below 6, there should be a proportionate reduction in the Conveyance Allowance, subject to minimum grant of conveyance allowance of Rs.80/- Rs.40/- and Rs. 30/- P.m. in the case of Specialist/Medical Officers referred to at (i),(ii) and (iii) above respectively. In case number of visits to the hospital falling below six in number, he conveyance allowance will be admissible. The limit fixed for the minimum number of 2 visits will not however contact a Specialist/Medical Officer from their responsibility towards the patients to render visit to the hospital if the situation so warrants.

- (3) Payment of the conveyance allowance on the Specialist/Medical Officer working in hospital will be subject to further condition that the Specialist/Medical Officer should be residing at a distance of more than one Kilometer from the hospital.
- (4) Every Specialist/Medical Officer who draws this allowance will have to maintain a visit book giving details of the visits made, the date and the time of the such visits. The controlling officer will certify on the basis of the visit book maintained by the Specialist/Medical Officer as to the admissibility of the conveyance allowance in a particular month.
- (5) No conveyance allowance will be admissible during joining time, leave and any period of temporary transfer.
- (6) In case the conveyance is not maintained or is not available for use, owing to its being out of order or is not used for official journeys/hospital visit for any other reason for a period of more than 15 days at a time, conveyance allowance will be admissible during such period at the rate prescribed in (i)(iii) above.
- (7) Specialists/Medical Officers who draw conveyance allowance at the minimum rates specified at (2) above, and those who do not maintain a Motor Car or a Motor Cycle/Scooter and draw conveyance allowance @ Rs. 150/-p.m., will be required to furnish a certificate alongwith the monthly pay bill, to the effect that the expenditure incurred by them by way of transport/conveyance allowance in connection with the hospital visit official duty is not less than the amount claimed by them as conveyance allowance.
- (8) Specialists/Medical Officer in receipt of conveyance allowance will not be entitled to draw any daily allowance or mileage allowance for journeys on official duty, whether, within or beyond a radius of eight kilometers within the city municipal limits.
2. These orders will take effect from the 1st July, 1987.
3. The expenditure involved will be met from the source from which the pay of the Specialists Medical Officers are drawn.
4. This issues with the concurrence of the Ministry of Finance vide their U.O. No. 2736-E.IV/87, dated 8-10 1987.

Yours faithfully,

Sd/- Ravi Datt

Under Secretary to the Government of India

Copy forwarded to :-

1. Pay & accounts Officer, Min. of Health & Family Welfare, Nirman Bhavan, New Delhi.
2. Ministry of Finance (Deptt. of Expenditure), E-IV Branch, North Block, New Delhi.
- CHS-I/CHS-II/CHS-III/CHS-IV Sections.

3:7:(1)

(vii) Release of Shri K.J.S. Prasada Rao for joining the IGNOU as Deputy Registrar.

Shri K.J.S. Prasada Rao, Deputy Registrar, had applied for the post of Deputy Registrar in the Indira Gandhi National Open University, New Delhi. His application was duly forwarded by this University.

Consequent upon his selection for appointment to the said post, Shri Prasada Rao was released from this University with effect from 27. 6. 88(AN) to enable him to join the IGNOU. Being a confirmed Deputy Registrar of this University, he was allowed retention of lien to his substantive post in NEHU for 2(two) years and his release is being made on the normal terms of lien.

The matter is placed before the Council for ratification.

(viii) Payment of pensionary benefits in respect of Prof. C.N. Bhalerao and Prof. T. Mathew retired on 18.12.87(A/N).

1. Dr. C.N. Bhalerao, Professor of Political Science retired on 18.12.87 (A/N). Dr. Bhalerao joined in the University on 4.9.74 (F/N) rendering qualifying service of 13 years 3 months and 15 days for the purpose of retirement benefits as worked out below. Dr. Bhalerao opted GPF -Cum-Pension Scheme.

$$(a) \text{ DCRG} = \text{Last Pay} \frac{5100 \times 26}{4} = 33,150/-$$

$$(b) \text{ Pension } \frac{1}{2} \text{ of last pay } \frac{5100}{2} = 2550 \times \frac{13}{33} = 1,005/- \text{ p.m. plus time time instalment of Dearness Allowance}$$

$$(c) \text{ Commutation of pension } \frac{1}{3} \times 1005 = 335 \times 12 \times 9.81 = 39,436.20$$

Rounded to = 39,437/-

The above pensionary benefits were sanctioned to Dr. C.N. Bhalerao with prior approval of the Vice-Chancellor (vide Order dated 29.1.88).

2. Dr. T. Mathew, Professor of Economics joined in this University on 7.10.74(F/N) in continuation of his service in Delhi University with effect from 3.10.59. Dr. Mathew retired on 18.12.87 (A/N) from this University opted for CPF-Cum-Service Gratuity rendering qualifying service of 26 years 3 months and 14 days for the purpose of service gratuity excluding foreign service of 1 year, 11 months and 14 days from 1.9.81 to 2.8.83. The service gratuity has been worked out Rs. 72,150/- (Last Pay  $\frac{5550 \times 22}{4}$ ) and sanctioned with the prior approval of the Vice-Chancellor (vide Order dated 30.1.88).

The matter is placed before Executive Council for necessary ratification.

Item No. 4

## DEFERRED ITEMS :

- (i) Note of the Working Group on consolidation of academic Programme -

The Executive Council in its 60th meeting held on the 17th February, 1988 requested Dr. A.P. Sinha to draw up concrete schemes for consolidating the works and programmes of various Departments. He was also authorised to co-opt members, if necessary in preparing the specific plan. Accordingly, Dr. Sinha co-opted Prof. R.R. Mehrotra, Prof. A.L. Verma, Prof. R.R. Mishra and Prof. J.B. Bhattacharjee and formed the Working Group. The Working Group prepared a note on consolidation of academic programmes. The note contains, among others, terms of reference and facilities for the Working Group etc. The note of the Working Group was placed in the 61st meeting of the Executive Council, which resolved to defer consideration of the item to enable the members to study and examine the contents of the note.

The matter is placed again for consideration of the Council. The note of the Working Group is at Annexure 'A'.

.....

WORKING GROUP ON  
"CONSOLIDATION OF ACADEMIC PROGRAMMES".

OBJECTIVES (Short Title). To outline strategies to strengthen and consolidate the academic programmes at NEHU.

BACKGROUND. The culminating(immediate) background in which the Working Group was constituted, or more correctly, in which the need for such an exercise was realized, can be found in the text of the Resolution of the Executive Council.

In its 60th meeting, held on 17th February, 1988, the Executive Council.

EC:60:88:03:(i): The Council RESOLVED to ratify the action taken by the Vice-Chancellor in entrepreneurship Development Programme to Shri. P. Jhingan, in addition to his duties in the Centre of Literary and Cultural Studies. However, since Shri Jhingan will be proceeding on study leave for one year from 19th July, 1988, the Council RESOLVED that Dr. Man Mohan Singh may be given the charge of the programme during the absence of leave of Shri Jhingan.

In delivering upon the matter the Vice-Chancellor clarified that the guidelines for Entrepreneurship Development Programme required a person with an Engineering degree, and ten years of experience, Mr Jhingan was the only person in North-Eastern Hill University who had this. In addition he had worked in Industry. His work in Centre for Literary and Cultural Studies involved technical engineering like approach to analysis of dances for instance. pattern requisition semiotics and artificial intelligence. The Council noted that the agenda note was cryptic and does not give these details of the Entrepreneurship Development Programme nor the background of the experience of Shri P. Jhingan. The Council observed that a self-contained note giving details and justification may be furnished while

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placing cases before it.

While considering the case, Dr. A.R. Sinha emphasised the need for consolidating activities in various Departments and the work of the Departments in the University may be guided towards a certain direction. The Council agreed with Dr. Sinha and requested him to draw up concrete schemes for consolidating the works and programmes of various Departments. He was also authorised to co-opt members, if necessary, in preparing specific plan."

The genesis of the concern contained in the above quoted Resolution of the Executive Council can be traced much beyond the discussions held in the 60th Meeting of the Executive Council on February 16, 1968. The origin of the concern(s) can be traced to a series of experiences and observation held within the University and out side.

(1) NEHU has a number of Centres. There is a growing concern about the effective functioning of these Centres, the direction of their programmes and the probable duplication or overlap in the functions of different Centres.

(2) The academic programmes of NEHU are spread over four campuses. There is growing concern about uneven development and progress in academic programmes between these campuses. The recent decision of the Central government to start a new Central University for Nagaland has brought out to clear relief the tardy growth of the Nagaland campus of NEHU.

(3) Observations emerging from the UGC.

(i) On 17th February 1967 the UGC. convened a meeting to discuss and finalise the "development assistance to NEHU for the 7th Plan period". The meeting was attended by members of the UGC, some invited 'experts', and the re-presentatives from NEHU, In the meeting Prof-Yas pal, Chairman expressed the following views -

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- (a) Creation of new centres/units be avoided. However creative programmes of the proposed centres could be undertaken in the existing departments individually or jointly.
- (b) Consolidation and strengthening of existing programmes of existing programmes of teaching and research be given priority.
- (c) Inter-disciplinary and trans-disciplinary researches be given priority.

(ii) In 1982 the UGC constituted a Committee to "enquire into the working of central universities" (including NEHU, obviously). In the Report of the Committee (1984) a number of observations relating to academics at the Central universities have been made.

One of the observations about NEHU, as contained in this Report, is

"The University was set up in particular for the intellectual, academic and cultural advancement of the people of the North-Eastern Region. This objective has, to some extent, been fulfilled as the University has established several post-graduate departments for which facilities were not available earlier, whether it has played a role in advance the intellectual or cultural life of the people is another question."

The import of this observation come clear by reading a Section of NEHU Act which defines the responsibility entrusted to this University. The Section reads -

"The objects of the University shall be to disseminate and advance knowledge by providing instructional and research facilities in such branches of learning as it may deem fit; to pay special attention to the improvement of social and economic conditions and welfare of the people of the hill areas of the North Eastern Region and in particular, their intellectual academic and cultural advancement."

(iv) On November 30, 1987, the UGC constituted a Committee of experts for NEHU was expected to "visit all the three campuses and assess their requirements for starting academic programmes." Prof. R.C. Paul was the Chairman of this Committee of experts constituted by the UGC for NEHU. The Paul Committee in its report observed that

"..... the developments in three campuses are extremely unequal" and "the teaching and research programmes should have a definite thrust for the improvement of this region."

In making their General Recommendations, the Paul Committee observed that -

"In order to facilitate the periodic self-assessment stock taking of the progress and to plan the ensuing work during the VII Plan duration, the Commission should review the progress of implementation of programme regularly. This will also help to remove any difficulties faced in the development programmes at all the three centres ..... Teaching and research programme should have a definite thrust for the improvement of this region."

One of the General observations made by the Paul Committee was that

"..... A candid introspection of the past performances and a clear picture of the future plans are well known steps in speeding up the development. In view of the unusual position of NEHU, the Committee recommends to the Commission that during the VII Plan period as a special case the progress of implementation should be reviewed from time to time."

(4). In the fourth week of March 1988, the Chief Minister of Meghalaya, Mr. Purno A Sangma, visited the Shillong campus of NEHU to inaugurate an academic programme. In his inaugural speech the Chief Minister observed that "increasing facility of university education in this region will definitely influence the quality of human resource, but the output from the university, those trained by it, have not been of any significance relevance to the

development needs of the region." The chief Minister was very emphatic on his observation and repeated it twice to explain that this is his "very considered view".

It is in the background of these observations that the need to attend to "consolidating and strengthening the academic programmes" at NEHU should be seen. These observations should not be taken as a plea in themselves, but they should be taken as only strengthening the decision that there is urgent need now to attend to "consolidation and strengthening of academic programmes at NEHU", as decided by the Executive Council.

OBJECTIVES (Detailed). One of the recommendations made by the Madhuri Shah Committee (1984) of the UGC "enquiring on the working of central universities" was that -

".....the functioning of the universities as well as the quantum and quality of academic research work carried out should also be evaluated at regular intervals. Such reviews should not only indicate the achievements and difficulties but also delineate lines of further growth of the universities." (5.194). emphasis added.)

The Executive Council in its 60th meeting entrusted the responsibility-

"to draw up concrete schemes for consolidating the works and programmes of various department"

with the understanding that there is

"need of consolidating activities in various departments and the work of the Departments in the University may be guided towards a certain set of direction". Bearing in mind the observations made by the Paul Committee and the Madhuri Shah Committee, both of the UGC, and also in the interest of a meaningful and realistic exercise, it is suggested that the responsibility entrusted is reworded as -

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Earlier

To draw up concrete schemes for consolidating the works and programmes of various Departments.

Incorporating change

To draw up strategies for consolidating and strengthening the academic programmes at NEHU.

"The objects of the University shall be to disseminate and advance knowledge by providing instructional and research facilities in such branches of learning as it may deem fit; to pay special attention to the improvement of social and economic conditions and welfare of the people of the hill areas of the North-Eastern region and, in particular, their intellectual, academic and cultural advancement."

University academic has thus to be oriented towards two distinct directions, viz., towards (1) the promotion of "knowledge" and (2) socially relevant academics. These define the broad directions on which the exercise relating to consolidating and strengthening should be oriented.

The document on the New Education Policy (1986) has laid special stress in two aspects of education, (a) social relevance (b) reachability. The New Education Policy (1986) reveals some distinct shift in the emphasis from that made out in the earlier (1988) National Education Policy. This shift is in the operational context and definition adopted for "social relevance". This point is clearly brought out in the document on the New Education Policy (1986) in its 'preamble' which reads -

- 1.1 " When the National Education Policy was formulated in 1968, it was envisaged that it could be followed by a "five yearly review of progress and working out of new policies and programmes". In pursuance of this, at the time of formulation of every new five year plan, a review has been undertaken to assess the shortcomings and achievements of education and decide upon the programmes for coming five years. While

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these reviews have served useful propose, it is now felt that a more review and minor modifications of the present freamework will not be enough. The Country Now Stands On The Threshold Of The Twenty-First Century ." (emphasis added.)

The realization that "the country stands now on the threshold of the 21st century" to large extent defines the dimensions of "future" plans. The operational dimensions of this, for NEHU, are to a very large extent defined by the context in which NEHU was created (the need for a university like NEHU was realized.)

Ever since 15th August 1947 the Centre has been giving specialized attention to the development-needs of the region. The first three years of the 70's mark the watershed period in this regard. These were the years when the Centre came with a set of seven legislations, five on administrative re-organization of the States UT' in the region, one to create the North Eastern Council, and one to create the North Eastern Hill University. The administrative reorganization of the States/UT's (creation of Meghalaya and Mizoram, granting of Statehood to Manipur and Tripura, and new administrative set-up for Arunachal Pradesh) was made with the understanding that this will more effectively involve each of these States/UT's with their respective aspirations/needs of social and economic development. The North Eastern Council was created to oversee the balanced, integrated and comprehensive development of the region. The North Eastern Hill University was created with the expectation that it will provided the much needed "human resource", hence the responsibility".

"to pay special attention to the improvement of social and economic consitions and welfare of the people of the hill areas of the North Eastern region and, in particular, their intellectual, academic and cultural advancement."

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Not only among the Central Universities, but among all the universities in the country, NEHU is the only university which has been entrusted with a well defined social responsibility.

At NEHU we have two set of experiences. The Paul Committee has made mention of the good work done in the Departments of Botany, Zoology, Physics, Chemistry, and Biophysics. It has somehow missed making mention about the good work done in the Department of Philosophy. In fact each of these departments at NEHU have assumed prominent position as 'centres of excellence'. The first four departments in the above list along with the Department of Philosophy are in fact awaiting formal recognition from the UGC as departments which qualify for specially assistance from the UGC. The Paul Committee has made adistance mention of the good work done in the Institute of Bio-physics, which according to their opinion can make a name at the international level. The Department of History is gradually building up good work, and so is the Centre for Adult Education.

(i) With these experiences of 'achievements' on the one hand, there are other departments/ centres with differential levels of 'achievement'. The programmes in the Departments at the outlying campuses and so also in many of the Centres has yet to take-off.

(iii) The UGC on different occasions has stressed on attention to inter-disciplinary research. This has been prominently mentioned in the Madhuri Shah Committee Report, and also in the observations made by the Chairman of the UGC in one of the meeting relating to 7th Plan proposals for NEHU (quoted above). (iii). The UGC Committee "enquiring into the working of central universities" (1984) "critically evaluated the quality and relevance of teaching, as well as how they are organized in the university system in the case of some of the central universities. They expressed serious concern that (a) the universities having very marginal link with the society, and as result it was had to find "social relevance" in the programmes of instruction and research pursued by them, (b) inter-disciplinary programmes are not emerging effectively, (c) and as result of both of these the courses and programmes of the universities have remained, to a large extent, traditional and un-imaginative. There is no excitement about learning, no thrust towards innovation and enterprise which should be of prime

value to a rapidly changing society as ours..... This lends a largely peripheral or irrelevant character to education and is perhaps responsible for the pursuit of the degree rather than of education. The insensitivity of the teacher and the administrator to the lack of authenticity of the process in which they participate leads to the lack of respect for them on the part of the student....." (1.109 to 1.145). This committee also expressed its concern through the "confusion with regard to the definition of a Department, a centre of studies and a specialised centre".(1.117).

These observations about central universities draw immediate attention towards the observation about NEHU made by the Medhuri Shah Committee.

"The University was set up in particular for the intellectual, academic and cultural advancement of the people of the North Eastern Region. This objective has, to some extent, been fulfilled .....; Whether it has played a role in advancing the intellectual or cultural life of the people is another question." (1.123).

And by the Chairman of UGC:

"Consolidation and strengthening of existing programmes of teaching and research be given priority".

In the light of both of these it is time that NEHU attends to some of the urgent concerns relating to consolidating and strengthening its academic programmes towards meaningful directions.

One of the important suggestions made by the committee enquiring into the working of the Central universities was that:

"Our concept of education and hence of educational institutions has undergone a great change in recent years: education is no more limited to the building up of knowledge, skills and character of the pupils ....education now has to have social concerns ....." They suggest that "The Acts of the universities should be modified to allow the linkages to be established with the World of work and with institutions involved in developmental activity. In particular it is notices that the central universities in spite of having hundreds

research, to relate it to the problems of our society and plans of its development, or to vigorously press for greater efficiency in and resources of research." (1.145).

In regard to the concerns expressed in the above quoted observations, NEHU will be well advised to take cognizance of these and review its achievements as well as shortcomings. It may however be mentioned that as far as the question of NEHU establishing link with institutions in the society is concerned, its performance has been rather encouraging. NEHU has established links with institutions in the region, like the NEC, the ZSI and the BSI. It has also established effective links with institutions outside the region. These have come through the programmes of the Departments of Zoology, Botany, Physics, Chemistry, Biophysics, Geography, Economics, and few others. These links have come through collaboration in different forms of academic programmes the results of which are to be utilized by the sponsoring agencies for formulating their programmes. What is now needed for NEHU to more effectively develop such functional links with institutions within and outside the region.

Two of the most important institutions in the region with which NEHU can cultivate effective links are the NEC and the ICAR. Besides these the state governments in the region can draw heavily on the expertise with NEHU in such areas as Information Service, Regional Planning, Forest management, Health and Nutrition, etc. The Paul Committee had tried to identify some of these, there are many others which so far have remained untapped but NEHU can devote attention to locate them and effectively cultivate links with them.

The Prominent emphasis on inter-disciplinary research and perspective in many ways draws attention to the "knowledge" component to university education. Though this may not have been prominently brought out in the Madhuri Shah Committee Report or in the New Education Policy, but its significance cannot be reduced to second significance.

With the justifiably compelling reasons for orien-

tation of higher education (university academics) towards the goals of social relevance, the significance of scholastics (more precisely, scholarship) is in no way reduced. In fact, operational distinct, "knowledge, and "knowledge" for the sake of social relevance, viz, applied knowledge, and "knowledge" for the sake of "knowledge, viz., fundamental knowledge (scholarship), form two points on man's scale of pursuit for the scientific truth. Knowledge initially it merges from many 'origins', it passes through different experiences to pass through 'disciplines' of thought, and 'science' of methods and generalizations, before it is put to professional applications - the applied sciences. These form the history of every academic discipline, and university provide the sanctuary for both the 'creation' (scholars-research) as well as 'transference' (instruction) of knowledge.

The first part of Section 4 of NEHU Act defining the objectives of NEHU refers to the 'knowledge creation' aspect, while the latter part of the Section refers to the 'knowledge application' part. To fruitfully justify its efforts, and also to meaningfully direct its efforts, it is time that NEHU gives a serious attention to conceptual and operational exercise to define-

- (i) The indicators,
- (ii) the operations, of
  1. "advance (-ment of) knowledge".
  2. "improvement of social and economic conditions"
  3. " Welfare"(both) of the people of the hill areas of the North Eastern region,
  4. "the intellectual, academic and cultural advancement"

These four form the combination of elements entrusted to NEHU, and in their comprehensive definition have been expressed as

"The objects of the University shall be to disseminate and advance knowledge by providing instructional and research facilities in such branches of learning as it may deem fit; to pay special attention to the improvement of social and economic conditions and welfare of the people of the hill areas of the North Eastern Region and, in particular, their intellectual, academic and cultural advancement". (Section 4 of NEHU).

The responsibilities entrusted to NEHU are heavy and diverse, NEHU has to come up to it. The observations made by the Madhuri Shah Committee enquiring into the working of central universities that

"The University (NEHU) was set up in particular for the intellectual, academic and cultural advancement of the people of the North Eastern Region. This objective has, to some extent, been fulfilled as the University has established several postgraduate departments for which facilities were not available, whether it has played a role in advancing the intellectual or cultural life of the people is another question". (1-123) emphasis added, "quoted above.)

Before any attempt is made to review the performance of NEHU, achievements and failures, as suggested by the Paul Committee, NEHU will be well advised to acquire a perfect understanding of its aims, objectives, strategies, achievements, and lessons. "Perfect understanding" (information) forms a reliable aid to effective and meaningful planning.

There is one point of "operational understanding" which needs to be spelt out, this will help a meaningful critical review of academics from NEHU. The points relates to the types of knowledge and the significance in the context of university academics. As spelt out earlier, for operational purposes we can divide "knowledge" into two broad categories - (a) the philosophical-visionary category of knowledge, and (b) the empirical experience - intellectual creativity category of knowledge. The first comes in the form of output from an individual "scholar", it is the product of "deep scholarship". The second category comes through a "scientific mind", through empirical "research", through team effort. A university has to be a seat for both category of intellectual activities. The success of a university depends on the extent it is able to promote and facilitate both.

Related to this area set of two more activities, both relating to knowledge. These are the exercise of (a) translating "science" to subject" and (b) translating knowledge of "science" to knowledge of field". The former refers to teaching, while the latter refers to, what is popularly known as, from lab. to land. It is between these two that the references made by the Madhuri Shah Committee and the Chairman of the UGC, as well as contained in the

New Education Policy, questions relating to "traditional courses", "unimaginative teaching", "inter-disciplinary research", and "social relevance" acquire their relevant (and operational) positions. One of the most important exercise in this whole process is that of the "textualization" of research. The disciplines in the physical sciences and the biological sciences have made considerable progress in this direction, the social science disciplines are far behind. The operational aspect of this is the preparation of reading and teaching material (for postgraduate classes). With NEHU having its own printing and publications division, this should receive special attention.

"Translating the knowledge of science to knowledge of field" is another important area of academics. It combines the knowledge of conceptual perspective to knowledge of field perspective, it links the 'academician' to the 'activist'. For NEHU, there are immense opportunities for this. In fact the Report of the Working Group for Development of North Eastern Region during the 7th Plan is full with such opportunities, it is only gasping for NEHU to assume a functional role. In the absence of any such role from NEHU, the NEC has been commissioning on consultancy other professional agencies. There are such areas as those relating to planning models, information systems, monitoring and evaluation, various forms of in-service trainings, diverse fields in the sectors of agriculture, industry, transport management, etc. In 1982 NEHU did take up some programmes but their performance has been very discouraging.

TERMS OF REFERENCE. In the light of the foregoing detailed discussion on the dimensions of the objectives of "university academics" as such, and on "meaningful and effective academic planning" in particular, it is advisable that that exercise towards strengthening and consolidation of academics should incorporate attention to the combination of two levels -

- (i) at the level of the "System Output", and
- (ii) at the level of the "System State".

The former, i.e., the System Output level will incorporate attention to

- (a) Successes and Failures,
- (b) Potential and anticipated "future areas".

The latter, i.e., the System State level refers to the structure, organization and functioning of the university system, with reference to

- (a) The functional organization, i.e., the Schools, Departments, Centres, Campuses.
- (b) The personnel, their performance, facilities, induction, etc.

In the light of the above, the Terms of Reference for the Working Group may be defined as -

1. To highlight the areas of NEHU's academic links with institutions in the region and outside, and the relevance of the programmes at NEHU. To outline the factors contributing to their success.
2. With reference to the needs of the hill areas in relation to economic and social development, and welfare to identify the areas of academic links with institutions in the region and outside, which require strengthening, or have so far remained unattended.
3. To review the academic achievements as reflected in the VIth and VIIth Plan proposals, outline the areas of achievement as well as short falls. Suggest methods for achieving the targets meaningfully with reference to (a) academic thrust, (b) needs of the region.
4. To review the progress of academic programmes at
  - (a) the four campuses,
  - (b) the Centres,

and suggest strategies to reorganize and consolidate academic programmes at the outlying campuses as well as in the Centres.

5. To outline areas for supportive facilities, such as from the university management-administration, resource availability and utilization.
6. To suggest strategies for effective coordination of academic programmes between the four campuses.
7. In the light of the above, to outline how far NEHU has achieved the objectives set for it, and to suggest strategies and measures to expedite the shortfalls.

In the light of the above, it is suggested that the following term of reference should also be added -

8. To review the steps taken to organize and undertake extramural studies and extension services.

This is one area on which the Madhuri Shah Committee has laid special stress, when spelling out the objectives of central universities. (1.130).

PROGRAMME OF WORK. The Working Group will conduct its work with help of discussions with faculty members, other officials of the University, in the different Departments/Centre, Schools, and campuses, through consultation of relevant available material, as well as consultation with experts in the UGC etc, having direct concern with central universities.

TIME SCHEDULE. The Working Group will submit its Report within six months from the date it started. Its work. The Working Group has started its business from April 9, 1988. The Working Group will however submit an interim report within two months. The interim report will deal with aspects which demand immediate action.

FACILITIES FOR THE WORKING GROUP.

In view of the range of the operational scope of the activities of the Working Group it will require the following facilities -

1. Steno-typist and Peon, one each
2. Typewriter one.
3. Financial allocation to meet contingency expenditures and travel expenses of the members of the Working Group to the four Campuses, to UGC Delhi, and may be to one of the Central Universities.

(The Convenor of the Working Group should be authorised to approve the tour programmes of the members of the Working Group).

6:1 - Selection Committee -

- (i) Selection to the post of Research Associate at the Centre for Applied Statistics, Shillong in respect of Shri B.K. Gupta.

On the recommendation of the Selection Committee which met on 20.3.87 the Executive Council vide its resolution No.EC:55/87:06:i(ii) has approved the selection of Shri B.K. Gupta, Lecturer, School of Agricultural Sciences and Rural Development for the post of Research Associate in the Centre for Applied Statistics at Shillong. Offer of appointment with a condition that he should join within three months was made to Shri Gupta on 31.3.87.

Shri B.K. Gupta accepted the offer but was not able to join as the Dean, SASRD could not release him from the present post for more than a year now due to want of a substitute.

Offer of appointment to Shri Debesh Roy as Research Associate for SASRD was made who turned down the offer. Since the panel exhausted no further offer was made.

Due to the above circumstances, the validity of the recommendation of the Selection Committee has lapsed on 20.3.88. It is, therefore, placed before the Executive Council to consider extension of the validity of the Selection Committee recommendations for six months or till a substitute is appointed in place of Shri Gupta at SASRD whichever is earlier to enable him to be released and join the Centre as Lecturer. instead of Research Associate vide the resolution of the Local Executive Council No.LEC:19:88:6:06(i)

6:2 : Appointment/Creation-upgradation of posts/  
Confirmation/Extension/Option/Transfer Release/  
Termination.

- (i) Confirmation of teachers in the School of  
Agricultural Sciences and Rural Development,  
Medziphema.

The following teachers of the School of Agricultural  
Sciences and Rural Development have completed the period of  
probation in the University as indicated against each and  
have been recommended by the Dean, SASRD for confirmation.

Sl. No.	Name	Designation	Deptt.	Date of Joining	Date of completion the probation period.	Mode of apptt.,
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1.	Dr. Amit Halder	Lecturer	Physics	4.12.85	4.12.87	SC
2.	Dr. O.P. Singh	"	Zoology	8.10.85	8.10.87	SC

The matter is placed before the Council for consideration.

- (ii) Confirmation of Prof.S.N.Dube, Department of Mathematics, NEHU, Shillong.

Dr.S.N.Dube joined NEHU as Professor in the Department of Mathematics with effect from 10th April, 1986. His appointment made under Statute 21 of the NEHU Act, 1973. The relevant ordinance relating to confirmation states that a teacher appointed under the said statute shall be deemed to be confirmed with effect from the date he/she joins duty.

In the instant case it appears that Prof.S.N.Dube is a permanent employee of the Himachal Pradesh University and Prof.Dube has resigned and the resignation/<sup>was</sup>accepted by Himachal Pradesh University with effect from 30.5.88.

In view of the above, it is proposed to confirm Prof.Dube with effect from 30.5.88 instead of 10.4.86(date of joining).

The matter is placed before the Council for consideration.

## (iii) Confirmation of Officers.

The officers listed below are due for confirmation in the Assistant Registrar level. As they were appointed against permanent posts, they may be confirmed with effect from the date following their completion of probation except in the case of Shri J.W. Smith who was transferred from the Pachhunga University College with effect from 6. 12. 80 but was accommodated against a permanent Assistant Registrar post with effect from 5. 1. 83, the date of termination of Shri S.N. Maitra's services:

<u>Name</u>	<u>Date of joining</u>	<u>Proposed date of confirmation</u>
1. Shri J.W. Smith	6. 12. 80.	5. 1. 83.
2. Shri N.R. Chakrabarty	18. 2. 84.	18. 2. 86.
3. Shri S. Ahmed	18. 2. 84.	18. 2. 86.
4. Shri L.H. Sailo	23. 7. 84.	23. 7. 86.
5. Shri C. Lyngdoh	23. 10. 84.	23. 10. 86.
6. Shri W.B. Khongwir	28. 11. 84.	28. 11. 86.
7. Smt. B. Bareh	28. 11. 84.	28. 11. 86.
8. Shri K. Deb	28. 11. 84.	28. 11. 86.

The matter is placed before the Council for consideration.

6:3 : Leave/Deputation

- (.i ) Study Leave of Shri P. Gohain, Vice-Principal, Pachhunga University College, Aizawl.

Shri P. Gohain, Vice-Principal and Head of Department of Economics, Pachhunga University College, Aizawl has applied for study leave for a period of 1 (one) year from February, 1989 for doing research work for Ph.D. at Gauhati University.

The application of the above incumbent had been placed before the School Board of Social Sciences and the School Board had recommended that Shri P. Gohain may be granted study leave for the period of 1 (one) year.

The matter is, therefore, placed before the Executive Council for consideration.

(ii) Payment of honorarium to teachers

The School Board of School of Social Sciences, NEHU, Shillong in its meeting held on 27.4.88 recommended for payment of honorarium to those teachers invited to deliver lectures in the Certificate Course conducted by Centre for Literary & Cultural Studies, NEHU, Shillong.

Ordinance O E 5(2) <sup>however</sup> does not allow any payment of honorarium to a teacher assigned work relating to teaching or research in any department other than his within the school or outside school.

In the past honorarium for undertaking special assignments has been granted on the specific approval of the AC/EC. However, now such requests for payment of honorarium has been received from other departments also. <sup>various</sup> *often come*

It is put up for consideration if the provision of the Ordinance OE5 be deleted/modified or each case be examined on its own merit and relaxation of the provision be made thereto individually.

The matter is placed before the Council for consideration.

(11)

Refixation of pay of the Dr. M. Ansari,  
Lecturer in Mathematics, Pachhunga  
University College.

Dr. M. Ansari was appointed as Lecturer in Mathematics at Pachhunga University College with effect from 4.10.83 in the scale of Rs. 700-1600/-. Basing on the LPC produced by him his pay was protected and fixed at Rs. 1250/-p.m. plus 4 advance increments (1 advance increment for posting in Mizoram and 3 advance increments for holding Ph.D). Later on it was detected that the LPC produced by him was based on the IV Revised Pay of the Government of Jammu and Kashmir. This has also been confirmed by his last employer. Since the scale of Rs. 700-1600 is the III Revised Pay the fixation of his salary at Rs. 1250/-p.m. is wrong. His pay should have been fixed at Rs. 780/- in the scale of Rs. 700-1600. It may be mentioned that the wrong fixation of pay was due to an inadvertent oversight on the part of the Office which should have checked whether the pay was of the IV or III Revised Pay. The following course of action is suggested.

1. His pay on joining NEHU may be refixed at Rs. 780 in the scale of Rs. 700-1600 plus that 4 increment (advance). An excess amount of Salary paid to him may be recovered in instalments.
2. His pay in the revised pay Scale with effect from 1.1.86 may be fixed as per Salary that may be due to him with initial pay on the date of joining being at Rs. 780/- and the excess amount of salary paid to him may in whole or in part be written off.

This matter is placed before the Council for consideration.

(iii) Revision of pay scales of teachers in universities etc - modifications made.

The Government of India, Ministry of Human Resource Development (Deptt. of Education) has made certain modifications/changes in the scheme of revision of pay scales of teachers vide its letter No.F.1-21/37-U.I dated 22nd July, 1988 (Appendix 'A'). The Ministry, in the same letter has also conveyed the revised pay scales for Library and Sports officer.

The same is placed before the Academic Council and Executive Council for formal approval.

No.F.1-21/87-U.1  
 Government of India  
 Ministry of Human Resource Development  
 (Department of Education)

APPENDIX - 'A'

New Delhi,  
 Dated 22nd July, 1988.

To

Education Secretaries of  
 all the States/U.T.s

Subject: Revision of pay scales of teachers in Universities and Colleges and other measures for maintenance of standards in Higher Education.

Sir,

I am directed to say that vide this Department's letter of even number dated June 17, 1987 the decisions of the Government of India on the revision of pay scales of teachers in universities and colleges with effect from January 1, 1986 and provision of financial assistance to the State Governments to adopt and implement the scheme, were communicated to all State Governments and Union Territories. Subsequently, this Department had, vide Education Secretary's D.O. letter of even number dated September 7, 1987, addressed to Education Secretaries of all the State Governments, communicated certain modifications/clarifications relating to some of the provisions of the scheme announced on June 17, 1987. However, in the letter of September 7, 1987, there was no mention of the selection grade for Lecturers; it was also mentioned that the revision of Pay scales of Librarians and Physical Education Personnel was under consideration.

2. The Government have since considered all these matters. It has been decided to make the following amendments to the scheme appended to this Ministry's letter of even number dated June 17, 1987:

Scales of Pay

- (i) The two scales of pay of Readers mentioned in Annexure I to the Scheme are combined into a <sup>single</sup> scale of Rs. 3700-125-4950-150-5700. Consequently all existing Readers and Selection Grade Lecturers in Colleges in the scale of Rs. 1200-1900 will be placed in the revised scale of Rs. 3700-5700. The revised Selection Grade for Lecturers will also be Rs. 3700-5700.

Contd/.../-

- (ii) The revised pay of the Vice-Chancellor will be Rs. 7600 (fixed). This revised pay is applicable to Central Universities. The State Governments may, if they so wish, adopt this pay for State Universities also. But no financial assistance will be available from the Central Government for this purpose.
- (iii) The Scheme of Professor of <sup>Eminence</sup> is being further examined and decision in this regard will be communicated in due course.

#### Recruitment and Qualifications

- (iv) Para 10 of the Scheme together with its explanation is deleted. Instead, the following provision is added.  
 "In order to encourage research, continuation of post-graduate studies, candidates who, at the time of recruitment as Lecturers, possess Ph.D. or M.Phil degree (hereinafter called jointly as the "research degree"), will be sanctioned three and one advance increments respectively in the scale of Rs. 2200-4000 alongwith the benefit of the corresponding years of service for the purpose of promotion. The existing Lecturers without research degrees and those similarly situate recruited in future will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire research degrees, but will not be eligible for advance increments. Existing Lecturers with research degrees will also be eligible for a similar benefit.
- (v) Consequently, explanations (i) and (ii) below para 8 of the Scheme are also deleted.

#### Career advancement

- (vi) Sub clause (b) of para 11 of the Scheme which provides for possession of M.Phil. or Ph.D. degree to become eligible for placement in the Senior Scale is deleted. Participation in two refresher courses/summer institutes should each be of approximately four weeks duration, and other appropriate continuing education programmes of comparable quality as may be specified by the University Grants Commission may also be accepted for this purpose.
- (vii) Every Lecturer in the Senior Scale will be eligible for promotion to the post of Reader in the Scale of Rs. 3700-5700 if he/she was :
- (a) completed 8 years of service in the senior scale, provided that the requirement of 8 years will be.

relaxed if the total service of the lecturer is not less than 16 years ;

- (b) obtained a Ph.D. degree, or an equivalent published work ;
  - (c) made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publications, contribution to educational renovation, design of new courses and curricula, etc. ;
  - (d) participated in two refresher courses/summer institutes each of approximately 4 weeks duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC, after placement in the Senior Scale; and
  - (e) consistently good performance appraisal reports.
- (viii) Promotion to the post of Reader will be through a process of selection by a Selection Committee to be set up under the Statutes/ Ordinances of the University concerned or other similar Committees set up by the appointing authorities in accordance with the guidelines to be laid down by the UGC.
- (ix) Those Lecturers in the Senior Scale who do not have Ph.D. degree or equivalent published work and who do not meet the scholarship and research standards, but fulfil the other criteria prescribed for promotion to the post of Reader and have a good record in teaching and/ or participation in extension activities, will be placed in the grade of Rs. 3700-5700 subject to the recommendations of the Selection Committee for promotion to the post of Reader. 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 Readers, and if found suitable, could be given the designation of Reader.
- (x) For placement of Lecturers in the Senior Scale and Selection Grade as well as for promotion to the post of Readers, the required number of positions would be created by upgrading the posts held by the incumbents concerned.
- (xi) Promotions made under the Merit Promotion Scheme of the UGC, or any other similar schemes before the announcement of the revised scales on 17.6. 1987 will not be re-opened. However, in such cases the benefit of revision will be available to teachers only from the date of their promotion.

3. For facility of reference, the scheme incorporating all the amendments and also such changes as are consequential or incidental to the amendments is attached to this letter as Appendix -I.
4. The revised pay scales of Librarians and Physical Education Personnel are the same as are approved for teachers. The revised scales will be admissible only to those Librarians and Physical Education Personnel who have been sanctioned the scales of pay Lecturers, Readers and Professors under the 1973 revision namely Rs. 700-1600, Rs. 1200-1900 and Rs. 1500-2500. The cases of existing Librarians and Physical Education Personnel who are on scales of pay lower than Rs. 700-1600 will be considered separately after making an assessment of their existing scales of pay, the qualifications and other relevant factors obtaining in various States. The revised scales of pay now approved are not, therefore, admissible on the basis of designations alone; they have to be sanctioned keeping also in view the existing scales of pay. Since the qualifications method of recruitment and criteria for career advancement are slightly different in the case of Librarians and Physical Education Personnel, in the light of the requirements of their profession, the relevant provisions of the scheme as far as they relate to these matter are marginally different from those applicable to teachers. The revised pay scales and the relevant conditions relating to recruitment, qualifications and career advancement approved by the Government for Librarians and Physical Education Personnel are given in Appendix -II to this letter.
5. All other terms and conditions for revision of pay scales of Librarians and Physical Education personnel are the same as indicated in Appendix - I to this letter. The terms and conditions for payment of Central assistance to the State Governments for the revision of pay scales of Librarians and Physical Education personnel in the Universities and Colleges will be the same as those mentioned in this Department's letter of even number dated June 17, 1987.
6. Several State Governments have already issued orders regarding the implementation of the revision of pay scales of teachers. They are requested kindly to review the orders already issued by them in the light of the amendments now made and incorporate appropriate changes in the orders issued by them. Such amendments may kindly be sent for consideration in this Department so that Central assistance to the extent admissible can be sanctioned.
7. The receipt of this letter may kindly be acknowledged.

Yours faithfully,

Sd/-

(C. R. PILLAI)

Deputy Secretary to the Govt., of India.

Copy to:

1. Registrars of all Central Universities.
2. Secretary, University Grants Commission,  
Bahadur Shah Zafar Marg, New Delhi.
3. Secretary, Indian Council of Agricultural Research  
Krishi Bhawan, New Delhi.
4. Secretary,  
Ministry of Health & Family Welfare,  
Department of Health,  
Nirman Bhawan,  
New Delhi.
5. All Bureau Heads in the Department of Education.

Sd/- C.R. PILLAI  
DEPUTY SECRETARY TO THE GOVERNMENT OF INDIA.

Appendix 1 to Ministry of Human Resource  
Development (Department of Education)  
letter No.F.1-21/87-U.I dated July 22, 1988  
regarding the Scheme of Revision of Pay  
Scales of Teachers in Universities and  
Colleges, 1986 and other Measures for  
Maintenance of Standards in Higher Education.

Coverage:

1. This Scheme applies to teachers in all Universities (excluding Agricultural Universities), and Colleges (Excluding Agricultural, Medical and Veterinary Science Colleges) admitted to the privileges of the Universities unless they specifically exercise an option in writing to remain out of this Scheme as provided in para 19 hereafter. All teachers appointed after the date from which the scheme has been given effect will be governed by the provisions of the scheme.

Explanation:

- (i) The Scheme will apply to teachers in the Faculties of Agriculture, Medicine and Veterinary Sciences in the Central Universities.
- (ii) The Scheme of revision of pay scales of teachers in technical institutions (including Engineering Colleges and other Institutions offering courses only in Technical Education) will be communicated separately.

Date of Effect:

2. The revised scales of pay will be effective from January 1, 1986.

Pay Scales:

3. The revised scales of pay effective from 1.1.1986 are given in Annexure - I.

4. The revised scales of pay are inclusive of the basic pay, the dearness pay, the dearness allowance, additional dearness allowance, and the interim relief, if any, admissible to teachers as on 1.1.1986.

5. The revised scale of pay of Tutors and Demonstrators is for the existing incumbents of these positions in the Universities and Colleges. There shall be no fresh recruitment to this category.

6. The Principals of Colleges may be placed in the scale of pay of Reader or Professor on the basis of criteria to be laid down by the State Governments.

Contd/-

7. The revised pay for Vice-Chancellors indicated in Annexure - I is applicable to Central Universities. The State Governments may, if they so wish, adopt this pay for State Universities also. But, no financial assistance will be available from the Central Government for this purpose.

8. The Scheme of Professors of Eminence is being further examined and a decision in this regard will be communicated in due course.

Recruitment and Qualifications:

9. Recruitment to the posts of Lecturers, Readers and Professors in Universities and Colleges shall be on the basis of merit through all-India advertisement and selection, provided that Lecturers who fulfil the criteria prescribed in this scheme will be eligible for promotion to the posts of Readers.

10. The minimum qualifications required for appointment to the posts of Lecturers, Readers and Professors will be those prescribed by the UGC from time to time. Generally, the minimum qualifications for appointment to the post of Lecturer in the scale of pay of Rs.2200-4000 shall be Master's degree in the relevant subject with at least 55% marks or its equivalent grade, and good academic record.

11. Only those candidates who, besides fulfilling the minimum academic qualifications prescribed for the post of Lecturer, have qualified in a comprehensive test, to be specially conducted for the purpose, will be eligible for appointment as Lecturers. The detailed scheme for conducting the test including its design, the agencies to be employed in the conduct of tests, content, administration, etc., will be worked out by the UGC, keeping in view the requirements of the media of instruction followed by the different States/Universities/Colleges, and other relevant considerations.

12. In order to encourage research, in continuation of Post-graduate studies, candidates who, at the time of their recruitment as Lecturers, possess Ph.D. or M.Phil. degree, will be sanctioned three and one advance increments respectively in the scale of Rs. 2200-4000 along with the benefit of corresponding years of service for the purpose of promotion. The existing Lecturers without research degrees, and those similarly situate, recruited in future will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire research degrees, but will not be eligible for advance increments. Existing Lecturers with research degrees will also be eligible for a similar benefit.

Contd/-

Career Advancement

13. Every Lecturer will be placed in a senior scale of Rs.3000-5000 if he/she has :

- (a) completed 8 years of service after regular appointment, with relaxation as provided in para 12 above;
- (b) participated in two refresher course/summer institutes, each of approximately 4 weeks' duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC;
- (c) consistently satisfactory performance appraisal reports.

Explanation:

All Lecturers in the existing scale of Rs.700-1600, who have completed 8 years of service on 1.1.1986, will be placed through a process of screening/selection as indicated in para 22 below, in the scale of Rs.3000-5000. The benefit of service provided in para 12 will be available for the initial placement also.

14. Every Lecturer in the Senior scale will be eligible for promotion to the post of Reader in the scale of pay of Rs.3700-5700 if he/she has:

- (a) completed 8 years of service in the senior scale, provided that the requirement of 8 years will be relaxed if the total service of the Lecturer is not less than 16 years;
- (b) obtained a Ph.d degree, or an equivalent published work;
- (c) made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publications, contribution to educational renovation, design of new courses and curricula, etc.;
- (d) participated in two refresher courses/summer institutes each of approximately 4 weeks duration or engaged in other approximately continuing education programmes of comparable quality as may be specified by the UGC, after placement in the Senior Scale; and
- (e) consistently good performance appraisal reports.

15. Promotion to the post of Reader will be through a process of selection by a Selection Committee to be set up under the Statutes/Ordinances of the University concerned or other similar Committees set up by the

appointing authorities in accordance with the guidelines to be laid down by the UGC. Posts of Readers will be created for this purpose by upgrading a corresponding number of posts of lecturers in the Universities and Colleges.

16. Those Lecturers in the Senior scale who do not have Ph.D. degree or equivalent published work and who do not meet the scholarship and research standards of a Reader but fulfil the other criteria mentioned in para 14, and have a good record in teaching and/or participation in extension activities, will be placed in the grade of Rs. 3700-5700 subject to the recommendations of the Committee mentioned in para 15 above. They will be designated as Lecturer in the Selection Grade. Posts in the Selection Grade will be created for this purpose by upgrading the posts held by them. They could offer themselves for a fresh assessment after obtaining Ph.D and or fulfilling other requirements for promotion as Reader, and if found suitable, could be given the designation of Reader.

17. Lecturers in the existing Selection Grade of Rs. 1200-1900 in the Colleges will be placed at the appropriate stage in the revised Selection Grade of Rs. 3700-5700 in accordance with the pay fixation formula under this scheme. Existing Lecturers, who have completed or will complete, a total period of sixteen years of service on 1.1.1986 or thereafter will be eligible for promotion to the post of Reader or Placement in the Selection Grade in accordance with the provisions in paras 14, 15 and 16. They will also be entitled to the relaxation in the years of service by 3 years and 1 year respectively if they hold Ph.D. or M.Phil. degrees as mentioned in para 12.

18. More posts of Professors and Readers will be created in the Universities and Colleges to broaden the channel of open selection. The UGC would evolve suitable criteria for this purpose. The requirements of qualifications and experience for posts to be filled up through open selection will be prescribed by the UGC from time to time. Universities will have the freedom, to seek out brilliant people, independent of their seniority, from within the Universities and Colleges, or outside, and provide them opportunities for joining the teaching profession at appropriate levels.

19. The existing teachers in Universities and Colleges where the Merit Promotion Scheme formulated by the UGC in 1983, or any other similar schemes are in operation will have an option to continue to be governed by the provisions of these schemes provided that they exercise that option in writing prior to their pay fixation under this scheme. they will also be entitled to the designations envisaged for various categories of teachers in those schemes, but the scales of pay will be as follows :-

(i) Lecturer	- Rs. 2200-4000
(ii) Reader/Lecturer (Selection Grade)	- Rs. 3000-5000
(iii) Professor	- Rs. 4500-5700

20. The promotions made before the announcement of the revised scales on 17.6.1987, will not be reopened. However, in such cases, the benefit of revision will be available to teachers only from the date of their promotion.

#### Continuing education and appraisal of performance

21. Participation of teachers at regular intervals in appropriate continuing education programmes is envisaged as an integral part of the professional development of teachers. The University Grants Commission, the Indira Gandhi National Open University, the State Governments and other appropriate agencies will be advised to take steps to introduce programmes of continuing education for this purpose through a variety of means. While there cannot and need not be any rigid requirement of participation in formal programmes, evidence of commitment to continuing education of any recognised means, as may be specified by the UGC will be an essential requirement for career advancement. Pending the organisation of such programmes on the quality and scale required for giving effect to the implementation of the measures envisaged in para 13 to 17 of this scheme, relaxation from the requirement of participation in such programmes for specific period and for specific categories of posts, will be granted by the University concerned in accordance with guidelines to be laid down by the U.G.C.

22. Regular and systematic appraisal of performance of teachers is to be an essential element in the management of education and this has been taken into account in the design for the career development of teachers. The UGC has been requested to formulate the guidelines for the evaluation of performance of teachers, taking into account the statement contained in the National Policy on Education - 1986. Such a system should become operational with effect from academic year 1988-89. Till it becomes operational the existing screening mechanism/selection procedures or those prescribed on a provisional basis by the University/State Government concerned will apply to all placements/promotions referred to in paras 13 to 17.

#### Other conditions of service

##### Probation

23. The period of probation of a teacher shall not exceed a period of 24 months. A Lecturer appointed on probation should ordinarily be confirmed only after he/she has completed an appropriate short-term orientation programmes and his/her performance appraisal reports are satisfactory. The UGC has been requested to make arrangements to ensure that facilities are available for organising orientation programmes to cover all lecturers appointed in and after 1988-89.

##### Superannuation and re-employment

24. The age of superannuation for teachers should be 60 years and thereafter no extension in service should be given. However, it will be open to a University or College to re-employ a superannuated teacher according to the existing guidelines framed by the UGC, upto the age of 65 years.

Grievance Redressal Mechanism:

25. Appropriate mechanism for the redressal of teachers' grievances will be established in all Universities and Colleges, in respect of which guidelines will be issued separately.

Code of Professional Ethics:

26. The UGC will prepare a Code of Professional Ethics for teachers in consultation with the representatives of national level associations of teachers; all concerned should see to the observance of the Code.

Pay fixation formula:

27. The pay of teachers in the revised scale on 1.1.1986 will be fixed in accordance with the formula recommended by the Fourth Pay Commission while revising pay scales of the Central Government employees. The details of the pay fixation formula are given in Annexure - II.

Dearness Allowance and other benefits:

28. (a) The revised scale of pay on 1.1.1986 is inclusive of the dearness pay and dearness allowance admissible on that date. Any dearness allowance that might become due after that date will have to be sanctioned by the agencies which are meeting the maintenance expenditure of the concerned Universities and Colleges.

(b) Teachers in the Central Universities and institutions financed by the Central Government are sanctioned dearness allowance at the rate applicable to Central Government employees drawing corresponding pay. They are also sanctioned other benefits like House Rent Allowance, House Building Advance, medical facilities, pension and other retirement benefits, leave travel concession, group insurance, etc. on the pattern of similar benefits available to corresponding categories of Central Government employees. The State Governments may consider providing comparable benefits in the light of the statement made in the National Policy on Education - 1986.

Anomalies:

29. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education in the Ministry of Human Resource Development for clarification.

SCALES OF PAY OF TEACHERS IN UNIVERSITIES AND COLLEGES

Sl. No.	Designation	Existing Scales of Pay	Revised Scales of Pay
1.	Lecturers	700-1600	2200-75-2300-100-4000
2.	Lecturers (Senior Scale)	Not Existing	3000-100-3500-125-5000
3.	Lecturers (Selection Grade)	11200-1900	3700-125-4950-150-5700
4.	Reader	1200-1900	3700-125-4950-150-5700
5.	Professor	1500-2500	4500-150-5700-200-7300
6.	Principals of Colleges	i) 1200-1900 ii) 1500-2500	i) 3700-125-4950-150-5700 ii) 4500-150-5700-200-7300
7.	Vice-Chancellors	300 (fixed)	7600 (fixed)
8.	Tutors Demonstrators (Existing incumbents only)	500-900	1740-60-2700- <del>80</del> 75-300

Formula for fixation of Pay in the revised scales

1. Pay in the revised scales should be fixed under this scheme only after -
  - a) every teacher has had opportunities to decide whether he/she will opt for the earlier scheme (para 10-19); and
  - b) the University or College concerned has made necessary changes in their statutes, ordinances, rules, regulations, etc. to incorporate the provisions of this scheme.
  
2. The pay of teachers in Universities and Colleges may be fixed in the revised scales of pay in the following manner :-
  - i) An amount representing 20% of basic pay in the existing scale shall be added to the "existing emoluments". -
    - ii) After the existing emoluments have been so increased, the pay shall be fixed in the revised scale at the stage next above the amount thus computed: provided that :
      - a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;
      - b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

Explanation

- i) The "existing emoluments" of a teacher on 1. 1. 1986 shall include :
  - a) basic pay
  - b) dearness pay, additional dearness allowance and ad-hoc dearness allowance, if any :
  - c) Interim relief, if any :
- ii) For the purpose of adding 20% to the existing emoluments,
  - a) the basic pay shall be the pay on 1.1.1986 in the 1973 UGC Scales;
  - b) When a portion of the total emoluments has been merged with the 1973 UGC Scales prior to 1. 1. 1986, the basic pay may be reckoned nationally in the 1973 UGC Scales for the purpose of fixation of pay; and
  - c) Where the 1973 UGC Scales have not been implemented, the actual basic pay, provided that the basic pay in this case does not exceed the notionally arrived at basic pay if 1973 UGC scales had been given.

Note: Where in the fixation of pay under clause (ii), the pay of a teacher drawing pay at more than five consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of the teachers who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increment(s) in the revised scale in the following manner, namely:-

- a) for teachers drawing pay from the 6th upto the 10th stage in the existing scale - by one increment;
- b) for teachers drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage - by two increments.
- c) for teachers drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage - by three increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

3. The next increment of a teacher whose pay has been fixed in the revised scale in accordance with Rule II shall be granted on the date he would have drawn his increment, had he continued in the existing scale:

Provided that in cases where the pay of a teacher is stepped up in terms of the Note under Rule II, the next increment shall be granted on the completion of qualifying service of 12 months from the date of stepping up of the pay in the revised scale. Provided further that in the case of persons who had been drawing maximum of the existing scale for more than a year as on 1.1.1986, the next increment in the revised scale shall be allowed on 1.1.1986.

4. A few illustrations indicating the manner in which the pay of teachers should be fixed under Rule I are given below :-

Illustration - 1

1. Existing scale of pay	- Rs. 700-40-1100-50-1600
2. Proposed scale of pay	- Rs. 2200-15-2800-EB-100-4000
3. Existing basic pay	- Rs. 700/-
4. DA ADA on 1.1.1986	- Rs. 1053/-
5. Two instalments of interim relief	- Rs. 140/-
6. Existing emoluments	- Rs. 1893/-

6:6:5:(16)

7. Add 20% of basic pay - Rs. 140/-

Pay to be fixed in revised scale = Rs. 2200/-

Illustration - 2

1. Existing scale of pay - Rs. 700-1600

2. Proposed scale of pay - Rs. 2200-400

3. Existing basic pay - Rs. 960/-

4. DP/ADA on 1.1.1986 - Rs. 1428/-

5. Two instalments of interim relief - Rs. 168/-

6. Existing emoluments - Rs. 2576/-

7. Add 20% of basic pay - Rs. 188/-

Pay to be fixed in the revised scale = Rs. 2800/-

Illustration - 3

1. Existing scale of pay - Rs. 1200-1900

2. Proposed scale of pay - Rs. 3700-125-4700-150-5300

3. Existing basic pay - Rs. 1480/-

4. DP/ADA on 1. 1. 1986 - Rs. 1450/-

5. Two instalments of interim relief - Rs. 218/-

6. Existing emoluments - Rs. 3148/-

7. Add 20% of basic pay - Rs. 296/-

Pay to be fixed in the revised scale = Rs. 3700/-

Illustration - 4

1. Existing scale of pay - Rs. 1500-2500

2. Proposed scale of pay - Rs. 4500-150-5700-200-7300

3. Existing basic pay - Rs. 2500/-

4. DP/ADA on 1. 1. 1986 - Rs. 2325/-

5. Two instalments of interim relief - Rs. 350/-

6. Existing emoluments - Rs. 5175/-

7. Add 20% of basic pay - Rs. 500/-

Pay to be fixed in the revised scale = Rs. 5700/-

Note : The amounts of DA/ADA and interim relief mentioned in the above illustrations are those applicable to the Central Government employees. The corresponding actual amount admissible in each State on this account will have to be taken into account in computing the total existing emoluments and fixing the pay in the revised scale at the appropriate stage.

APPENDIX II TO MINISTRY OF HUMAN RESOURCE  
DEVELOPMENT (DEPARTMENT OF EDUCATION) LETTER  
NO.F.1-21/87-U.1 DATED THE 22ND JULY, 1988  
REGARDING REVISION OF PAY SCALES OF LIBRARIANS  
AND PHYSICAL EDUCATION PERSONNEL IN UNIVERSITIES  
AND COLLEGES.

Coverage :

1. The revised pay scales mentioned hereinafter apply to all Universities and colleges which are covered by the scheme of revision of pay scales of teachers mentioned in the Appendix to the Ministry of Human Resource Development (Deptt. of Education) letter No.F.1-21/87-U.1 dated June 17, 1987.

Terms and Conditions:

2. All the terms and conditions for revision of pay scales mentioned in the Appendix referred to in para 1 above shall apply to the revision of pay scales of Librarians and Physical Education Personnel in Universities and Colleges except to the extent indicated in the following paragraphs.

Pay Scales :

3. The revised scales of pay effective from 1.1.1986 for Librarians and Physical Education Personnel are those mentioned in Annexure I and II respectively.

Recruitment and Qualifications

4. Recruitment to the posts of Assistant Librarian, Deputy Librarian and Librarian as well as Assistant Director, Deputy Director and Director of Physical Education in the Universities shall be on the basis of merit through all-India advertisement and Selection provided that Assistant Librarians and Assistant Directors of Physical Education who fulfil the criteria prescribed hereinafter will be eligible for promotion to the posts of Deputy Librarian and Deputy Director of Physical Education respectively. Recruitment to the posts of Librarians and Director/Instructor of Physical Education in Colleges shall be on the basis of merit through all-India advertisement and selection.

5. The minimum qualifications required for appointment to the posts mentioned in para 4 above will be those prescribed by the UGC from time to time.

6. As in the case of recruitment of Lecturers in Universities and Colleges, only those candidates who, besides fulfilling the minimum academic qualifications prescribed for the post of Assistant Librarian/Assistant Director of Physical Education in Universities and Librarian and Director/Instructor of Physical Education in Colleges, have qualified in a comprehensive test, will be eligible for appointment to these posts. The detailed scheme for conducting the test including its design, the agencies to be employed for conducting the tests, etc. will be worked out and communicated by the University Grants Commission.

7. Candidates who, at the time of their recruitment as Assistant Librarians and Assistant Directors of Physical Education in Universities, and Librarians and Directors/Instructors of Physical Education in Colleges, possess M.Phil or Ph.D. degrees in Library Science or Physical Education, as the case may be, will be sanctioned one and three advance increments respectively in the scale of Rs. 2200-4000 alongwith the benefit of corresponding years of service for the purpose of promotion. The existing incumbents without research degrees and those similarly situate recruited in future, will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire research degrees, but will not be eligible for advance increments. Existing incumbents with research degrees will also be eligible for a similar benefit.

#### Career Advancement

8. Every Assistant Librarian and Assistant Director of Physical Education in a University and a Librarian and Director/Instructor of Physical Education in a college, who is in the scale of pay of Rs. 2200-4000 will be placed in a Senior Scale of Rs. 3000-5000 if he/she has :

- (a) Completed 8 years service after regular appointment, with relaxation as provided in para 7 above;
- (b) participated in two refresher courses/summer institutes, each of approximately four weeks; duration or engaged in other appropriate continuing education programme of comparable quality as may be specified by the UGC; and
- (c) consistently satisfactory performance appraisal reports.

Explanation: All existing incumbents of these posts in the Universities and Colleges, who are in the scale of pay of Rs.700-1600 and who have completed 8 years of service on 1.1.1986 will be placed, through a process of screening/selection as indicated in para 22 of Appendix I to this letter, in the scale of Rs.300-5000. The benefit of service provided in para 7 will be available for the initial placement also.

9. Every Assistant Librarian and Assistant Director of Physical Education in the Universities who has been placed in the Senior Scale will be eligible for promotion to the post of Deputy Librarian and Deputy Director of Physical Education respectively in the scale of pay of Rs.3700-5700 if he/she has :

- (a) completed 8 years of service in the senior scale; provided that the requirement of 8 years will be relaxed if his/her total service is not less than 16 years;
- (b) obtained a Ph.D. degree or an equivalent published work;
- (c) made significant contributions to the development of Library services/Physical Education in the University as evidenced by self-assessment, reports of referees, professional improvement in the Library services/Physical Education activities, etc., as the case may be;
- (d) participated in two refresher courses/summer institutes each of approximately 4 weeks' duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC, after placement in the senior scale; and
- (e) consistently good performance appraisal reports.

10. Promotion to the post of Deputy Librarian/Deputy Director of Physical Education will be through a process of selection by a Selection Committee as in the case of promotion to the posts of Readers. Posts of Deputy Librarians/Deputy Directors of Physical Education will be created for this purpose by upgrading the post of Assistant Librarian/Director of Physical Education (Senior Scale).

...contd/-

11. Those Assistant Librarians and Assistant Directors of Physical Education in the Universities in the Senior Scale who do not have Ph.D. degree or equivalent published work, but fulfil the other criteria, mentioned in para 9 above will be placed in the grade of Rs.3700-5700 subject to the recommendations of the Committee mentioned in para 10 above. They will be designated as Assistant Librarian and Assistant Director of Physical Education in the Selection Grade.

12. The College Librarians and Directors/Instructors of Physical Education in Colleges, who have been placed in the Senior Scale will also be eligible for placement in the Selection Grade of Rs.3700-5700 if they fulfil the criteria prescribed in para 11 above.

Anomalies :

13. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education in the Ministry of Human Resource Development for clarification.

Revised Pay Scales of Librarians  
in the Universities and Colleges  
from 1. 1. 1986.

Designation	Existing Scales of Pay	Revised Scales of Pay
<b>A. University</b>		
1. Assistant Librarian/ Documentation Officer	700-1600	2200-75-2800-100-4000
2. Assistant Librarian/ Documentation Officer (Senior Scale)	Not Existing	3000-100-3500-125-5000
3. Assistant Librarian/ Documentation Officer (Selection Grade)	Not Existing	3700-125-4950-150-5700
4. Deputy Librarian	1200-1900	3700-125-4950-150-5700
5. Librarian	1500-2500	4500-150-5700-200-7300
<b>B. COLLEGES</b>		
1. College Librarian	700-1600	2200-75-2800-100-4000
2. College Librarian (Senior Scale)	Not Existing	3000-100-3500-125-5000
3. College Librarian (Selection Grade)	Not Existing	3700-125-4950-150-5700

Revised Pay Scales of Physical Education  
Personnel in Universities and Colleges  
from 1. 1. 1986.

Designation	Existing Scales of Pay	Revised Scales of Pay
<b>A. Universities</b>		
1. Assistant Director of Physical Education	700-1600	2200-75-2800-100-4000
2. Assistant Director of Physical Education (Senior Scale)	Not Existing	3000-100-3500-125-5000
3. Assistant Director of Physical Education (Selection Grade)	Not Existing	3700-125-4950-150-5700
4. Deputy Director of Physical Education	1200-1900	3700-125-4950-150-5700
5. Director of Physical Education	1500-2500	4500-150-5700-200-7300
<b>B. Colleges</b>		
1. Director of Physical Education	700-1600	2200-75-2800-100-4000
2. Director of Physical Education (Senior Scale)	Not existing	3000-100-3500-125-5000
3. Director of Physical Education (Selection Grade)	Not existing	3700-125-4950-150-5700

6:7 - Others -

- (i) Engagement of Advocates at Gauhati High Court.

Three Advocates have been engaged as per the details indicated below in connection with various Court Cases against this University filed at the Gauhati High Court.

1. Shri P.P.Rao, Advocate, Supreme Court of India, as Chief Advocate.
2. Shri Ajit Kumar Roy for drafting the plaints in a case filed by M/S Raj kewal. Payment of Rs. 1,700/- per day was agree to for his absence from the Headquarters i.e., Calcutta. In addition, Air fare and other transport facilities including accommodation would be provided by the University.
3. Shri A.R. Banerjee, Gauhati High Court, as Local Counsel.

For payment of fees and other expenditure to Shri P.P. Rao and Shri A .R. Banerjee, negotiations are being made by the Vice-Chancellor.

The above matter is placed before the Executive Council for favour of consideration and approval.

ou j(ii) : Absorption of Casual labourers in the Light of Supreme Court judgement.

In compliance to Hon'ble Supreme Court of India decision dated 27.10.87 in write petition no.373 of 1986, the Ministry of Communication, Deptt. of Posts, New Delhi vide their letter No.45-49/87-SPB-I, dated 10.2.88, which is enclosed herewith has directed all its Major and Minor Head of the Department regarding payment of wages to Casual labourers at the minimum of pay in the pay scale of the regularly employed worker in the corresponding cadre, but without any increment w.e.f. 5.2.1986. Accordingly the Director of Posts has decided that :-

1. All the Casual labourers engaged on casual basis are to be paid wages worked out on the basis of the minimum pay in the pay scale of regularly employed workers in the corresponding cadre but without any increment, with effect from 5.2.86. but casual labour will also be entitled to DA and ADA., if any on the minimum of the pay scale. No other allowances are to be paid.
2. The word "Casual Labourers" would cover full time casual labour, part-time casual labour and workers engaged on contingency basis. Part-time workers, casual or contingency paid will be paid on pro-rata basis. For the purpose of payment no distinction should be made whether the casual labourers and contingency paid staff are being paid wages or from office contingency.

The Casual workers of the NEHU are at present paid the minimum wages fixed by the respective State Govts which exclude sundays/holidays.

The matter is put up for consideration of the E.C. whether the Casual workers of the NEHU should also be paid wages as per the decision of the Supreme Court judgement under reference.

.....

Government of India

Ministry of Communication : Department of Posts:  
Dak Bhavan, Sansad Marg, New Delhi -110 001.

No.45-49/87-SPB-I.

Dated the 10th Feb.1988.

To

All Postmasters General/Controller/Foreign Mails Bombay/  
All Principals Postal Training Centre.

Subj: Absorption of Casual labourers in the light of Supreme  
Court judgement.

In compliance to Hon'ble Supreme Court of India decision dated 27.10.1987 in write petition no.373 of 1986 regarding payment of wages to casual labourers at the minimum of pay in the pay scale of the regularly employed workers in the corresponding cadre, but without any increments with effect from 5th February, 1986. The Directorates of Posts has decided that :-

(i) All the casual labourers engaged on casual basis are to be paid wages worked out on the basis of the minimum pay in the pay scale of regularly employed workers in the corresponding cadre but without any increment, with effect from 5.Feb.86. but casual labour will also be entitled to DA and ADA., if any on the minimum of the payscale. No other allowances are to be paid.

(ii) The word "Casual Labourers" would cover full time casual labourer, part-time casual labour/ and workers engaged on contingency basis. Part-time workers casual or contingency paid will be paid on pro-rata basis. For the purpose of payment, no distinction should be made whether the casual labourers and contingency

staff are be  
ing paid

(iii) The arrears of the enhanced rate are to be paid before 25.2.88 positively.

2. For the allotment of funds you are requested to contact the Budget Section of the Directorate. You are requested to take further necessary action in the matter regarding payment of arrears as indicated above and a detailed - statement showing the payment made to each workers be sent before 1.3.88.

3. The receipt of this letter may kindly be acknowledged to Shri S.S.Mehra, Section Officer (SPB-I) before 15.2.88

4. This issue with the approval of Finance (Admn)U.O.No. 548/FAP/88 dated 5.2.88.

Yours faithfully,

Sd/-

( S. Chadha )  
DIRECTOR (STAFF)

Attested by:-

Sd/-

( R.C.Nath )

Section Supervisor

Estt. Section

O/O Postmaster General

N.E.Circle::Shillong-793001.