

- (ii) Extension of the Career Advancement Scheme to other Academic and Non-Academic Staff.

In pursuance of the Executive Council's Resolution No:106:2000:6:1(iii), a Committee was constituted to look into the feasibility of extending the Career Advancement Scheme to other Academic and Non-Academic Staff and bifurcation of the revised pay scales in respect of the Technicians Vide Notification placed as Annexure-'A'

The interim report of the said Committee on extension of the Career Advancement Scheme to other Academic and Non-Academic Staff is placed as Annexure-'B'

As regards the issue relating to bifurcation of the revised pay scales in respect of the Technicians, Prof J B Bhattacharjee, Department of History has been appointed as the Chairman to look into the said matter.

The matter is placed before the Council for consideration.

NORTH EASTERN HILL UNIVERSITY
MAWKYNROH ::: UMSHING
SHILLONG

NO:EC:106-4/Conf/2000-1661

Dated 5th June, 2000

NOTIFICATION

In pursuance of Resolution No. EC:106:2000:6:1(iii) adopted at the 106th meeting of the Executive Council, the Vice-Chancellor is pleased to constitute a Committee consisting of the following members to look into the feasibility of extending the Career Advancement Scheme to other Academic and non-academic staff and bifurcation of the re-vised pay Scales in respect of the Technicians.

- | | | | |
|----|--|---|----------|
| 1. | Prof.S.S.Khare,
Deptt. of Mathematics,
NEHU, Shillong. | - | Chairman |
| 2. | Prof. J.C.Binwal,
Department of Library,
NEHU, Shillong. | - | Member |
| 3. | Prof. T.B.Subba,
Deptt. of Anthropology,
NEHU, Shillong. | - | (ad-hoc) |

The Committee will submit its report at the earliest for placing before the next meeting of the Executive Council.

Sd/-

J M S Khongwir
Deputy Registrar

To

Member(s)

Copy to:-

1. Finance Officer, NEHU, Shillong.
2. P.S. to the Vice-Chancellor, NEHU, Shillong

Sd/-

Deputy Registrar

NORTH-EASTERN HILL UNIVERSITY
SHILLONG

To
Dated 31st March 2001

31st March 2001

The Vice-Chancellor,
NEHU, Shillong.

Dear Sir,

I am enclosing herewith the Interim-Report of the Committee appointed by the Executive Council to consider the feasibility of extending Career Advance Scheme to other Academic and non-academic staff, etc. for your kind perusal.

Thanking you,

Yours sincerely,

Sd/--

(Prof S S Khare)

Enclo:a.a.

Member(s)

Sd/--
Deputy Registrar

INTERIM REPORT OF THE COMMITTEE CONSTITUTED BY THE EXECUTIVE COUNCIL, NEHU TO CONSIDER THE FEASIBILITY OF EXTENDING CAREER ADVANCE SCHEME TO OTHER ACADEMIC AND NON-ACADEMIC STAFF, ETC.

Keeping in view the fact that the Committee was supposed to look into the possibility of extending Career Advancement Scheme to other academic and non-academic staff etc., I co-opted, Registrar, Dy Registrar (Conf) and Dy Registrar (Estt.) in order to understand the problem properly.

The Committee met twice and had a thread-bare discussion on feasibility of extending C A S to other academic and non-academic staff. During the discussion four important observations were made:-

●OBSERVATION:

1. There is no scope of any promotion for Dy.Registrar other than promotion to one and only one post of Registrar, as and when it is vacant.
2. As for as Asstt.Registrar is concerned, there is a scope of senior scale under C A S. On the top of it, after getting senior scale, he/she has an opportunity of getting promoted to the post of Dr.Registrar(Which are nine in members), as and when there is a vacancy.
3. Scientific Officers in RSIC do not have the scope of senior scale as in the case of Technical Officers in USIC.
4. The past experience has shown that whenever the post of Dy.Registrar or Registrar has been advertised, most of the time, number of outside good applications satisfying required qualification has been very few. As a result it becomes very difficult to fill these posts through open selection, getting a suitable person from outside the university.

Cont.....2/-

RECOMMENDATIONS:

- 2 -

Keeping the above points in view, the Committee recommended the following.

1. After completion of five years of service as Dy.Registrar (or equivalent) and completion of twelve years of service as Assistant Registrar (or equivalent) and Dy.Registrar (or equivalent) together, a Dy Registrar (or equivalent) may apply for review of his/her case provided he/she has undergone training/workshop of atleast five days duration. The DPC shall look into his/her ACR. In case atleast two A C Rs are very good and the remaining ACRs are atleast 'Good' with no 'Negative' remarks, the DPC may recommend for four additional increments. However if a Dy.Registrar (or equivalent) has not been given any opportunity of training/workshop from the University side, DPC may recommend for four increments if everything else is 'satisfied' as above, subject to the condition that the University shall give Dy.Registrar (or equivalent) this opportunity within one year and the Dy.Registrar (or equivalent) shall complete such training/workshop satisfactorily.
2. The Scientific Officers in RSIC should have the scope of senior scales under CAS as in the case of Technical Officers in USIC.
3. The Committee was also of the opinion that there should be an avenue of Career Advancement for Dy.Registrar also as in the case of Asstt.Registrar. The Committee recommended that a Dy Registrar after completion of eight years of continuous service as Deputy Registrar and after acquiring trainings/workshops of total duration atleast four weeks during his/her tenure as Dy Registrar may apply for Dy.Registrar (Sr) in the scale of Rs.16400-20000/-. Atleast three A.C.Rs of such Dy.Registrar must be 'Very good' and the remaining five must be atleast 'Good' with no negative remark University may hold a proper Selection Committee.

(same as for the post of Registrar) for this purpose).

Contd.....3/-

Committee : 3 :

4. In the light of the observation 4 and keeping in view the geographical location of the university, the Committee was of the opinion that the ratio of promotion from Asstt.Registrar to Dy.Registrar should be atleast 50:50

Item No:3 and 4 require UGC's approval.

The Committee could not consider the second part of the job entrusted to it viz "bifurcation of the revised pay scale in respect of technicians" as the Committee was not very clear about this. The Registrar has been requested to clarify this point. Only after getting clarification and the background of this, the Committee would submit its report about "bifurcation of the revised pay scales in respect of Technicians"

Sd/- 31.3.01

(Prof.SS Khare)
Chairman of the Committee

6:6- Service Conditions / Financial and Other Benefits:

(i) Seniority list of Pachhunga University College.

EC:110:2001:6:6:(i): The Council considered the seniority in respect of the teachers of the Pachhunga University College and RESOLVED that since the College does not fall under the jurisdiction of NEHU anymore the matter may be transferred to the Mizoram University and the Hon'ble High Court be informed accordingly.

(ii) Extension of the Career Advancement Scheme to other Academic and non-academic staff.

EC:110:2001:6:6:(ii): The Council considered the recommendations of the Committee constituted by it to consider the feasibility of extending Career Advancement Scheme to other Academic and Non-academic staff etc., and RESOLVED that a Deputy Registrar or equivalent may be considered for grant of advance increments after completion of twelve years of continuous service as Assistant Registrar (or equivalent) and Dy. Registrar (or equivalent) together of which at least five years should be as Dy Registrar . A Dy. Registrar (or equivalent) may apply for review of her / his case provided she / he has undergone training / workshop of at least five days' duration. The DPC shall look into her / his ACR. In case at least two ACRs are very good and the remaining ACRs are at least "Good" with no "Negative" remarks, the DPC may recommend for four additional increments. However, if a Deputy Registrar (or equivalent) has not been given any opportunity of training / workshop by the University, the DPC may recommend for four increments if everything else is "Satisfactory", subject to the condition that the University shall give the Deputy Registrars (or equivalent) this opportunity within one year and the Dy. Registrar(or equivalent) shall complete such training / workshop satisfactorily.

The Council further RESOLVED to recommend ACP in respect of all categories of staff who are otherwise not covered under CAS and as regards the avenue of Career Advancement Scheme for Dy. Registrar and Assistant Registrar the same may be referred to the UGC.

(iii) Reimbursement of Medical Bill in respect of Prof. AK Baruah, Deptt. of Political Science, NEHU, Shillong.

EC:110:2001:6:6:(iii): The Council considered the reimbursement of medical bill in respect of Prof. AK Baruah, Department of Political Science and RESOLVED to make the payment as per actuals upto the rates charged by CMC, Vellore. The Council further RESOLVED that a Committee be constituted to review and