

6:6- Service Conditions / Financial & Other Benefits

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

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

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

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

6:7- Others

(i) Sale of Mayurbhanj Complex

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

6:6: - Service condition / Finance & Other Benefits.

- (i) extension of the Career Advancement Scheme to other Academic and Non-Academic Staff.

The Executive Council in its 110th Meeting considered the recommendation 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 4 advance increments after completion of 12 years of continuous service as Assistant registrar (or equivalent) and Deputy Registrar (or equivalent) together of which at least 5 years as Deputy Registrar. In addition to this condition, the deputy Registrars are also required to undergo training/ workshop of at least five days duration and the concerned Deputy Registrar should also have very good ACRs in this respect.

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

Keeping the above resolution in view, a letter was sent on 5th September, 2005 to the Secretary, UGC for advice and comments if any. A copy of the letter is placed at Annexure 'A'. Meanwhile, a reply from the UGC has been received, clarifying that the grant of Advance increment to the Deputy Registrar is not admissible and secondly, it has directed the University to implement the Old Career Advancement Scheme to Assistant Registrars, assistant Finance Officer, Assistant Librarian / Documentation Officer and Assistant Director of Physical education only as was existing in the 4th Pay Commission. The letter from UGC is placed at Annexure 'B' while considering the Career Advancement Scheme in respect of Assistant Registrar, the draft agenda on the aforesaid subject, which was placed before the Council in its 121st meeting may also be seen as placed at Annexure 'C'.

The matter is placed before the Council for consideration and decision.

NORTH EASTERN HILL UNIVERSITY
 PERMANENT CAMPUS, UMSHING
 SHILLONG-22

Prof. D.T. Khathing
 Registrar

No: 14-177/Estt.II/96-1618
 September, 5th, 2005.

The secretary
 University Grants Commission
 Bahadur Shah Zafar Marg
 New Delhi-110002.

Sub: ACP for Deputy Registrars, Assistant Registrar and equivalent posts advice request for.

Dear Sir,

1. May I kindly recall our Vice- Chancellor's letter of 23rd September 2004 (copy enclosed for ready reference) seeking the UGC's consideration in extending the benefit of ACP scale to our Deputy registrars, Assistant Registrars and persons holding equivalent posts. A reminder was sent on 16.3.2005 (copy enclosed).
2. The Executive Council of NEHU in its 110th Meeting had resolved to approve 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 Deputy registrar (or equivalent) together of which at least five years should be as Deputy Registrar. A Deputy 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 remain 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 Registrar (or equivalent) this opportunity within one year and the deputy Registrar
3. (or equivalent) shall complete such training/ workshop satisfactorily.
4. The executive Council had its 121st meeting had also considered the senior scale placement criteria of Assistant Registrars and equivalent by accepting that four training programmes of two week's duration would be considered to two programmes of four week's duration. the criteria for placement to senior scale for assistant Registrars and equivalent would then read-

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6:6:1(3)

- (i). Complete 8 (eight) years of service.
- (ii). The self appraisal report/ ACRs are consistently satisfactorily.
- (iii). Participated in 4 (four) training programmes of two weeks duration or two (two) programmes of 4 (four) weeks duration approximately.
- (iv). Sr. scale is restricted to 50% of the total strength of ARs

The Executive Council has decided that the above be referred to the UGC for its approval and comments , if any.

An early response would be highly appreciated.

With regards,

Yours Sincerely

Sd/-
D.T. Khathing.

6:6:1(4)

ANNEXURE -B

UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110002.

NO: F.31-27/98(CU)/

Dated 23rd November, 3005.

The Registrar
North eastern Hill University
NEHU Campus
Shillong- 793022.
Meghalaya.

Sub: award of Senior Scale to Assistant registrar as per UGC guidelines.

Sir,

With reference to your letter No: F.7-13/Estt.II/2001/1776 dated 20th October, 2005 on the subject mentioned above, i am directed to say as under:

- i. UGC does not agree for grant of advance increments to Deputy Registrar or equivalent as approved by the Executive Council in its 110th meeting.
- ii. University can implement the old Career advancement scheme (CAS) to Assistant Registrar, assistant Finance Officer, assistant Librarian/ documentation Officer and Assistant Director of Physical education only as was existence in the IVth Pay Commission. The other equivalent categories cannot be given the CAS.

Yours faithfully

Sd/-
(M.S. Yadav)
Coordinator

6:6:1(5)

ANNEXURE-C

Consequent upon the revision of pay scales of Central Government employees w.e.f. 01.01.1996, the UGC in 1998 notified the revision of pay scales, minimum qualification etc. respect of teachers and non-teaching staffs in the Central Universities. Under the said notification, the UGC did not make any recommendation or provision of CAS in respect of ARs /DRs and their equivalent grade. However, while recommending the CAS in respect of teachers, the Commission made it clear that the existing scheme for CAS for academic staff namely, Asstt. director of Physical Education, asstt. Registrar, asstt. Librarian would continue.

The placement of Sr. Scale for the Asstt. Registrar and equivalents was allowed on completion of 8 (eight) years of service provided they have participated in two programmes of education Administration, University Management, Accounts and Finance etc., and each of the training programmes should be of 4 weeks duration (approx.) . Further their performance appraisal reports are consistently satisfactory. However, the Sr. scale is restricted to 50% of the total strength of Asstt. Registrars and their equivalent grade.

A copy of the guidelines of MHRD to this effect is placed at Annexure-A. Subsequently, the UGC through its letter No.:F.23-23/91(ASDC)dated 2nd February, 1994 (place at Annexure-B) conveyed its decision that the duration of such training programmes may be reduced to two weeks but in such cases the non-teaching staff attending this training programme are supposed to attend 4 programmes of two weeks duration or two programmes of 4 weeks duration to become eligible to be placed in the senior scale.

From the above, it can be said that the Asstt. Registrars and their equivalents can be considered for senior scale subject to the following:

- (i). Complete 8 (eight) years of service.
- (ii). The self appraisal report/ ACRs are consistently satisfactorily.
- (iii). Participated in 4 (four) training programmes of two weeks duration or two (two) programmes of 4 (four) weeks duration approximately.
- (iv). Sr. scale is restricted to 50% of the total strength of ARs

The Council may like to make the scheme operative from the retrospective date and the benefit may be extended uniformly.