

(ii) Merit Promotion Scheme for NEHU teachers.

The Executive Council vide Resolution No. EC:91:96:6:6: (x) has considered the introduction of the MPS of the University and deferred to take any decision on the same but RESOLVED that the University may write to the other Central Universities to find out the modus operandi of the scheme implemented by them.

The University called for information from four Central Universities i.e. (1) Banaras Hindu University (2) Aligarh Muslim University (3) Jawaharlal Nehru University (4) Jamia Millia Islamia. So far, only one reply has come from Jamia Millia Islamia. A reminder has also been sent to the three other central universities on 17.5.97 but till date no reply has been received.

The letter and the Guidelines received from Jamia Millia Islamia may be seen at Annexure 'A' & 'B'. Jamia Millia Islamia has stated that the cut off date of MPS- of 1983 was 22.7.88 and in this scheme only those candidates may apply who have completed 8 years of continuous service upto 21.7.1996, which means that M.P.S. is no longer implemented.

An extract of NEHUTA General Body Meeting Resolution held on 23.5.97 may be seen at Annexure 'C'.

The matter is placed before the Executive Council for consideration.

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Dated 5.2.1997.

Mrs. B. Bareh
Dy. Registrar,
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Subject: Implementation of Merit Promotion Scheme
in respect of Reader for promotion to
the post of Professor.

Madam,

With reference to your letter No.F.6-1/Estt.II(B)/91-831
dt. 13th Jan., 1997 on the subject mentioned above, I am directed
to send herewith the guidelines of M.P.S.-1983 (II option). The
cut off date was 22.7.88 and in this Scheme only those candidates
may apply who have completed 8 years of continuous service upto
21.7.1996.

Yours faithfully,

Sd/-

(S.Amin Akhtar)
ASSTT.REGISTRAR
RECRUITMENT.

GUIDELINES FOR THE IMPLEMENTATION OF MERIT PROMOTION
SCHEME FOR UNIVERSITY APPOINTED TEACHERS
(APPROVED BY THE EXECUTIVE COUNCIL DT. 29.11.94)

1. INTRODUCTION

1. Following the Scheme of Revision of Pay-Scales of University Teachers w.e.f. 1.1.1986, Jamia Teachers had exercised the option given under the above scheme to be governed either by MPS-1983 or CAS-1986. Depending on their option teachers were given pay-scales as indicated below:-

No.	Designation	Pay-Scale CAS-86	Pay-Scale MPS-83
1.	Lecturer	Rs.2200-4000	Rs.2200-4000
2.	Reader	Rs.3700-5700	Rs.3000-5000
3.	Professor	Rs.4500-7300	Rs.4500-5700

2. The University Teachers in JMI who had opted for one of the two schemes before are being given another opportunity to choose between the Merit Promotion Scheme of 1983 and the Career Advancement Scheme of 1986 vide letters No.F.3-167/93,R.O. (Estab) dated 26.8.1993 and No.F.3-167/RO(Estab)/93 dt.22.12.93.

II. OBJECTIVES OF MPS

For every organisation, more so in case of an academic and research Institution, there is constant need for maintaining optimal level of functioning which is not possible if its personnel do not attain the highest level of competence in their respective spheres. If the organisation fails to provide adequate incentive and avenues for advancement to its academics they do not always put in all the effort they can in raising their competence to the highest level. They also tend to leave the organisation or harbour resentment against it, because a feeling grows that the organisation does not adequately recognise their worth. Therefore, in order to prevent a sense of frustration and stagnation among the members, and to retain those who display merit, it is essential to recognisment and to provide reasonable opportunities for career advancement. At the same time, if there is automatic advancement by sheer lapse of time to the next higher position, irrespective of the work and merit of the individual, it harms the intitution for there is no pressure on individuals to develop their full potential. Further, there is also a need for regular assessment work not only by the organisation but by the individuals themselves so that the feedback received thereby in itself provides an incentive for improvement. It is to meet these requirements that the merit promotion Scheme has been conceived.

More specifically the basic objectives of the scheme are:-

- i) to recognize outstanding work done by individual scholars as researchers and teachers;
- ii) to subject such work to objective evaluation by the scholars themselves and by experts in the subject and
- iii) to provide reasonable opportunities for professional advancement to such teachers who merit academic recognition on a competitive basis.

It is an integral part of this scheme that no one with requisite merit and with outstanding work to his credit stagnates for want of wuperior posts. Moreover, since the scheme does not visualise creation of additional posts and the purpose is achieved by promoting individual scholars on the roll to the next higher level/position on the basis of critical assessment of his work, the financial involvement is marginal.

III. METHOD OF IMPLEMENTATION

1. (a) Teachers in the University departments engaged in advanced teaching and research and whose contribution and achievements are such as to merit recognition, may be considered for merit promotion.

(b) Any teacher who has been considered and not selected for merit promotion in the initial presentation could, however, submit his work again only after a lapse of two years.

(c) Teachers interested in such assessment and consideration of merit promotion should present their case through proper channels. Merit Promotion be given by the appointing authority to a teacher only on the recommendation of a Selection Committee constituted by the University as per Jamia Statute 25.

(d) The post of a Reader given to a Lecturer or the position of a Professor given to a Reader through Merit Promotion, would be personal to the incumbent concerned.

(e) The main criteria for promotion under this scheme would be academic merit as defined above and not the seniority of the teachers.

2. No additional/extra staff can be provided in the category of posts from which a person has received Merit Promotion to the next higher post, consequent upon the implementation of this scheme. The work load of the promotees will, therefore, not change, change may, however, be permitted of the department concerned can effect the change by suitably adjusting its work load without seeking additional position/positions.

3. While making selections for such promotions, it is not expected that the Selection Committee would recommend any advance increment. Marginal adjustments, where required to avoid anomalies will, however, be made at the time of pay fixation.

IV. ELIGIBILITY CRITERIA AND RESIDUARY RULES

1. The cut-off date for opting for MPS would be 22.7.1988 for those teachers who had exercised their options in writing prior to their pay fixation under the Scheme of Revision of pay scales of University Teachers referred to earlier.
2. Teachers choosing MPS-83 will be entitled to the designations and Pay-Scales of MPS-83 given in para I of the Introduction to these guidelines.
3. Only those teachers who have completed eight years of continuous service in their respective cadre of which at least four years were in JMI will be considered for promotion under MPS.
4. Teachers appointed in Jamia on or after 22.7.1988 by direct recruitment will not have the option to choose between MPS-83 or CAS-86 even if they had served in JMI as adhoc/temporary teachers prior to that date. All such teachers will be governed by CAS-86.
5. Teachers who were in regular service in Jamia before 22.7.1988 but were subsequently appointed through direct recruitment to a different teaching post after 22.7.1988 will also not have the option to be governed by MPS-83 or CAS-86. They will be governed by CAS-86.
6. Temporary appointment as per prescribed procedure, only with technical breaks in the scale of Lecturer may be counted for promotion under MPS if all other conditions of eligibility are fulfilled.
7. On promotions under MPS, the teacher may be given monetary benefits, if any, w.e.f. the date of assuming the post of promotion but the seniority may be counted from the date of eligibility.
8. In cases requiring refund of emoluments to JMI by teachers, consequent upon their promotion under MPS, the administration will work out reasonable modalities to enable them to do so.
9. Teachers who opt now to be governed by MPS-83 or CAS-86 shall be governed by the terms and conditions prescribed for these schemes by the MHRD/UGC from time to time subject to the modification, if any, by JMI.

AN EXTRACT OF DRAFT RESOLUTIONS ADOPTED BY THE
NEHUTA GBM HELD ON 23.5.97.

1. The GBM was briefed about a reply received from the Vice-Chancellor in response to resolutions of NEHUTA GBM taken on 9.5.97. The GBM considered the request of the Vice-Chancellor, and resolved to give time till the forth-coming meeting of NEHU E.C. for implementing MPS. The GBM demanded that a final positive decision should be taken in the forth-coming NEHU E.C. meeting.

In view of the latest developments, the GBM decided to keep in obedience the proposed course of action on 2.6.97 and 3.6.97 till the forth-coming meeting of NEHU E.C.

The GBM also resolved to demand MPS for Lecturers who have completed eight years of service.

6:4: Discipline

(i) Review of the E.C's decision in the matter of imposition of Minor Penalty.

No:EC:93:97:6:4:(i): The Council reviewed its earlier decisions in regard to the imposition of minor penalty on Shri L H Mawri Peon, Sports Department and Shri Chawngmingthanga, Peon, Eco-Development, NEHU, Shillong and RESOLVED that the wording of the penalty be read as under :

"Withholding of next increment for three years without cumulative effect" in accordance with Rule 11 of CCS(CCA)

6:6 Service Condition/Financial & Other Benefits-

(i) Grant of Annual allowance to Central Health Service Doctors for Academic and Research pursuits.

No:EC:93:97:6:6:(i) The Council considered the grant of annual allowance to Dr V S V Prasad, SMO, for holding a Post-Graduate qualification and RESOLVED that he may be granted an annual allowance of Rs.1200/- per annum in terms of the Government of India's Guidelines.

(ii) Merit Promotion Scheme for NEHU Teachers.

No:EC:93:97:6:6:(ii): The Council considered the introduction of Merit Promotion Scheme for NEHU Teachers and RESOLVED that due to constraints, implementation of the same would not be feasible for the present . However, the Council RESOLVED to constitute a Committee to be known as "NEHU Promotion Scheme" comprising of the following members, for formulating schemes to run professional courses in order to raise fund.

1. Prof A L Verma Chairman
Physics Department.
- 22 Prof S N Bhat Member
Chemistry Department.
3. Prof J P Singh Member
History Department
4. Prof S K Misra Member
Economics Department.
5. Mr L Nampuii Convener
Finance Officer.

Contd.....P.....

Term of reference of the Committee would be Resource Mobilisation.

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

No:EC:93:97:6:6:(iii) The Council ratified the action of the Vice-Chancellor for the discontinuance of payment of SDA to NEHU employees with effect from 1.7.97 and to recover the amount paid with effect from 21.9.1994 to 30.6.1997 in pursuance of the Supreme Court ruling and the University Grants Commission's instruction vide letter No:F.1-1/94(CU)dt.16.6.97 and D.O.No:F.8-16/97-Desk(U)dt.25.6.1997 (Para 3)from the M.H.R.Development department G.O.I..

(iv) Up-Gradation of pay scale of Store Keepers.

No:EC:93:97:6:6:(iv): The Council considered the Upgradation of pay scale of the Store Keepers and RESOLVED that the matter be referred again to the Advisory Committee for Cadre Management in view of the representations received from the Store Keepers. The Council further RESOLVED to include Prof R R Misra (Botany Department) in the Committee and that the recovery of the excess amount drawn by the Store Keepers after the re-fixation of their pay, be kept in abeyance pending submissions of the Report of the Advisory Committee for Cadre Management. The Report of the Committee is to be placed in the next meeting of the Council.

(v) Status of the Staff of R S I C vis-a-vis NEHU deemed to be staff of NEHU by implication.

No:EC:93:97:6:6:(v): The Council considered the facts to treat the existing regular staff of R S I C who were appointed in accordance with the recruitment procedure of NEHU and RESOLVED as under:

- (a) they are deemed to be the regular staff of NEHU from the date of appointment, joining, with their service conditions/service benefits and retirement benefits deemed to be regulated on the rules and regulations as applicable to the staff of NEHU of the same cadre and grade.
- (b) The case of one Matriculate Store Keeper at RSIC who has been appointed in the scale of pay of Rs.2000-3500 be examined and placed in the next meeting of the Council to avoid complications in future. Further, the Council RESOLVED THAT :