

- (v) Common seniority of the teachers of NEHU
in their respective grade.

The Vice-Chancellor constituted a Committee consisting of Prof. A.N. Rai, Chairman, Dr. C.R. Agera-member, Dr.D.T. Khathing-Convenor, to go into the whole matter of issues relating to the seniority of teachers. The minutes of the recommendation of the committee is placed below at Annexure-I for consideration by Executive Council and for preparing a fresh list on the basis of the committee's recommendation.

The comments of the office on the recommendations of the aforesaid committee is placed as Annexure II.

The matter is placed before the Council for consideration.

No.F. 12-20/Estt-II/94-232

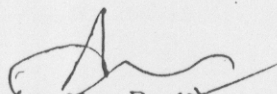
NEHU NOTES

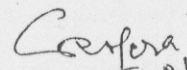
:.2 :

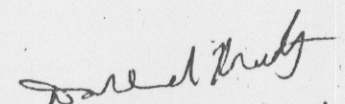
3. If the seniority of any two or more teachers still remain unresolved, the date of birth shall be the determining factor.

The Committee recommends that the minutes may be placed in the next EC meeting for their final approval.

The meeting ended with a vote of thanks from the Chair.


(A.N. Rai)
Chairman


24.04.01
(C.R. Agera)
Member


24/04/2001
(D.T. Khathing)
Convener

....

ANNEXURE-I

Minutes of the Committee constituted by the Vice-Chancellor relating to the seniority of teachers, held on 24.4.01 at 2.00 p.m. in the office chamber of the Registrar.

The following members were present :

1. Prof. A.N. Rai, Dean, School of Life Sciences ... Chairman
2. Prof. C.R. Agera, Deptt. of Philosophy ... Member
3. Prof. D.T. Khathing, Registrar ... Convener

Deputy Registrar(Estt.II) was also requested to attend the meeting.

In NEHU there are 3 cadres for teachers, viz. Lecturer, Reader and Professor. There are four modes of selection whereby appointments have been made:

1. Direct recruitment
2. Merit Promotion Scheme
3. Career Advancement Scheme
4. Statute 21.

As per Statute 26(1) "seniority shall be determined according to the length of continuous service" of a teacher in his/her grade in NEHU.

Accordingly, there is one combined seniority list for each cadre of teachers irrespective of their mode of appointment. Since the seniority list is common the Committee recommends that there should also be common seniority criteria for all teachers.

The following recommendations were made in this regard to be applied in the order of priority given below:

1. Date of appointment in NEHU, as per the final appointment order, should be taken as the date for determining seniority (i.e. counting the length of continuous service).
2. If two or more teachers have the same date of appointment in a grade, the seniority shall be determined according to their position in the panel recommended by the Selection Committee, if they have faced the same Selection Committee. Otherwise, the relative seniority shall be fixed, taking into account their seniority in the previous cadre in NEHU.

ANNEXURE-I
On the matter of relative seniority of University teacher, the Executive Council in its 50th meeting has Resolved to adopt the following criteria :

- (i) If two or more teachers of a Department have equal length of continuous service in a grade, the seniority shall be determined according to their position in the panel recommended by the Selection Committee, if they have faced the same Selection Committee.
- (ii) If two or more teachers belonging to other Department have an equal length of continuous service in a grade, the relative seniority shall be fixed according to the date of birth.

After going through the recommendations of the present committee as placed at Annexure-I, the office is of the opinion that the earlier criteria which has been re-produced above are amply self sufficient to cover of various situations that might arise in the process of determination of interse seniority in a given grade. Moreover the aforesaid criteria are on the lines of Government of India's Orders/decisions where as the present recommendations as at Annexure-I are not only limited but also to some extent faulty as is seen from the last sentence of the recommendation No.2 which reads as follows;

" Otherwise, the relative seniority shall be fixed taking into account their seniority in the previous cadre in NEHU".

The above proposition is lacking in propriety in view that the determination of inters seniority in a given grade that has no relevance with the seniority of an incumbent in any other grade, neither it is reckoned as a factor to determine seniority, and this would also creat a problem in determining the seniority of a teacher appointed to high grade from within the University and that of a teacher appointed to from outside NEHU.

Hence it would be appropriate to be guided by the earlier decisions of the Executive Council in the above matter.

recommend specific guidelines for regulating room-rent etc., during hospitalisation of employees within and outside the State.

- (iv) Transfer of service gratuity in respect of Prof.
P. Jothilingam, former Professor of Mathematics,
NEHU, to Pondicherry University.

EC:110:2001:6:6:(iv): The Council considered the transfer of service in respect of Prof. P. Jothilingam to Pondicherry University and RESOLVED that the earlier decision of the Council transferring his services under the CURB Rules stands.

- (v) Common seniority of the teachers of NEHU
in their respective grade.

EC:110:2001:6:6:(v): The Council considered the common seniority of the teachers in their respective grade and RESOLVED that the following guidelines be applied, in order of priority.

1. Date of appointment in NEHU, as per the final appointment order, should be taken as the date for determining seniority (i.e. counting the length of continuous service).
2. If two or more teachers have the same date of appointment in a grade, the seniority shall be determined according to their position in the panel recommended by the Selection Committee, if they have faced the same Selection Committee. Otherwise, the relative seniority shall be fixed, taking into account their seniority in the previous cadre in NEHU.
3. If the seniority of any two or more teachers still remain unresolved, the date of birth shall be the determining factor.

6:7- Others:

- (i) Valuation of the property of NEHU at Mayurbhanj
Complex, Nongthymmai.

EC:110:2001:6:7:(i): The Council considered the valuation of the Mayurbhanj Complex and noted the same.