

AGENDA TO THE 135TH EXECUTIVE COUNCIL

Item : _____ : Adoption of the 6th CPC Central Civil Services (Revised Pay) Rules, 2008 as notified by the Govt. of India, and as approved by the 55th Finance Committee held on 30/10/08

In pursuance to the Ministry of Finance (Department of Expenditure)'s OM No.7/23/28-E III(A) dated 30th September, 2008 wherein detail guidelines were issued on the extension of the Revised Pay scales to the employees of the autonomous organizations funded by the Central Govt., the UGC has forwarded the Ministry of Human Resource Development's guidelines issued vide OM No.2-1/2008-U.1(A) dated 6th October, 2008 on the implementation of the revised pay scales in the Central Universities. The guidelines of the Ministry of HRD includes inter alia, the Ministry's no objection to put up the proposal for adoption of the Central Civil Services (Revised Pay) Rules, 2008 in accordance with its rules/regulations/bye-laws, to the Finance Committee and to the Executive Council. The Ministry of Human Resource Development's guidelines also made it clear that an undertaking in prescribed format is to be obtained from every employee at the time of disbursement of the arrears/pay and allowances that any excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised pay scales or grant of inappropriate pay band grade pay, will be refunded by him/her either by adjustment against future payments or otherwise.

The details on the financial implication as called for, has already been submitted to the UGC recently, despite the fact that the outcome of the UGC Pay Committee is yet to be announced. The guidelines of the Ministry of Human Resource Development as at Annexure-I was placed before the Finance Committee in its meeting held on 30th October, 2008 for consideration, and the Committee has approved the adoption of the Central Civil Services (Revised Pay) Rules 2008.

Hence, the matter is placed further before the Council for consideration of adopting the Central Civil Services (Revised Pay) Rules 2008 in accordance with the Ministry of Finance (Department of Expenditure)'s OM No. 7.23/2008 E III dated 30th September, 2008 and the Ministry of Human Resource Development's guidelines thereof, since approved and adopted by the Finance Committee.

Item : **Adhoc payment towards 1st instalment of arrears on account of the Implementation of the 6th CPC Pay Revision.**

In compliance to the UGC letter No.F.20-1/2008(CU) dated 23.10.2008, this University has made adhoc payment of 40% of the arrears to all the Non- Teaching staff including Officers.

The matter has been ratified by the Finance Committee in its meeting held on 30/10/08 and the same is now placed before the Council for ratification.

IMMEDIATE

No.2-1/2008-U.1(A)

Government of India

Ministry of Human Resource Development
Department of Higher Education

New Delhi, 6th October 2008

OFFICE MEMORANDUM

Subject: Revision of the scales of pay of employees of the autonomous organizations, statutory bodies, etc., set-up by and funded/controlled by the Central Government –guidelines regarding

The undersigned is directed to say that the Government of India has issued orders regarding revision of scales of pay of Central Government employees on the recommendations of the Sixth Central Pay Commission vide Resolution No.1/1/2008-IC dated 29th August 2008 and the Central Civil Services (Revised Pay) Rules, 2008 has been notified in Gazette of India Extraordinary Part-II, Section-3, sub-section (i) vide GSR No. 622(E) dated 29th August 2008. Subsequently, the Ministry of Finance (Department of Expenditure) vide Office Memorandum No.1/1/2008-IC dated 30th August 2008 has issued guidelines regarding manner of pay fixation in the revised Pay Band and payment arrears for the period 1.1.2006 to 31.8.2008, as well as guidelines vide OM No.7/23/2008-E.III (A) dated 30th September 2008 of the Department of Expenditure, regarding extension of the revised scales of pay to the employees of the Quasi-Government organizations, Autonomous Organisations, and Statutory Bodies set up and funded/controlled by the Central Government. Copies of the orders are available at <http://india.gov.in/govt/paycommission.php>. Accordingly, the following guidelines are issued in respect of all autonomous and statutory organizations under the administrative jurisdiction of this Ministry for guidance and further follow up action:-

- (i) The orders regarding revision of pay scales of employees of the Central Government, on the recommendations of Sixth Central Pay Commission as accepted by the government, may be extended to the employees of autonomous organizations whose pattern of emoluments' structure i.e. the Scales of Pay and all other allowances particularly Dearness Allowance (DA), House Rent Allowance (HRA), City Compensatory Allowance (CCA) are identical to those of the employees of the Central Government. This is further subject to the stipulation that conditions of service of employees of those Organizations, in particular, those relating to hours of work, payment of Overtime Allowance (OTA) etc., would also be exactly similar to those in Central Government Departments. It is however, clarified that the revised pay scales as incorporated in Part A (Section I & II) of the First Schedule to the Central Civil Services (Revised pay) Rules, 2008, alone may be adopted.

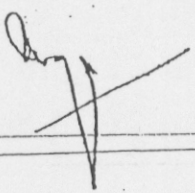
These instructions would not be applicable to the faculty/academic staff for which separate committees have been setup.

- (ii) It is also further clarified that certain Scales of Pay such as S-9, S-10, S-11, S-12 as available under CCS (Revised Pay) Rules, 1997 have been merged by the Government and all these pre-revised scales have been placed in the same band with admissible Grade Pay. All such employees who were previously in different scales of pay in the above categories would be placed in the same Pay Band and given the admissible Grade Pay, even for some posts which presently constitute feeder and promotion grades would be in identical grade. No Organization/Statutory Body can, on its own, upgrade the scales of pay of such categories of promotion posts in the pre-revised pay scale. Such cases should be referred to the Ministry of HRD separately for appropriate consideration and direction, if upgradation is considered absolutely essential.
- (iii) Further, the pre-revised scales of pay of Rs.8000-275-13500 have been given two replacements Pay Band i.e. PB-2 [Rs.9300-34800] and PB-3 [Rs.15600-39100]. The Pay Band PB-3 is meant for direct recruit Group-A Officers but not for such employees who were being given this scale of pay either on a promotion basis or on a personal basis.
- (iv) Any promotion either by way of Assured Career Progression (ACP)/ fitment benefit, etc. given after 1.1.2006 which is not in accordance with the policy approved by the Government, will be deemed to have been withdrawn and will not be taken into account for fixation of pay or grant of increment subsequently.


Similarly, rates of various allowances like OTA, etc. will have to be brought to a level not higher than what is applicable for Central Government employees. Any such payment which is not in accordance with the policy approved by the Government, that may have been made after 1.1.2006, will have to be recovered either by way of adjustment from the arrears or otherwise.

In future, the autonomous Organization/Statutory Body shall ensure that no such revision in allowances, grant of promotion etc which is not in accordance with the instruction issued by the Government is allowed. Heads of the Organizations/Statutory Bodies and the Drawing and Disbursing Officers (DDOs) would be personally liable for any lapse in this regard.

- (v) Further, employees who were recruited in a certain pre-revised scales of pay, with or without advance increments, on or after 1.1.2006 would be placed in the appropriate Pay Band with admissible Grade Pay as given in Section-II (Part-A) of the CCS (RP) Rules, 2008 and no advance increment would be admissible in the revised Pay Band.



- (vi) There have been instances where certain autonomous Organizations/Statutory Bodies have upgraded scales of pay of certain categories of employees with retrospective effect, so as to give undue advantage at the time of pay fixation in the revised Pay Band. Upgradation of any post by any autonomous or statutory body done on or after 1-1-2006, with or without retrospective effect, which is not in conformity with the approved structure of pay scale for such categories of employees under the Central Government would have to be reversed. Such employees may be placed in the appropriate revised Pay Band, corresponding to their pre-revised scales of pay before any such upgradation, which was not in conformity with the approved structure of pay scales.
- (vii) In case of those categories of employees whose pattern of emoluments, i.e. pay scales and allowances and conditions of service, are not similar to those of the Central Government employees, a proposal will be referred to a separate 'Group of Officers' in the Ministry in respect of each autonomous body. The Group would examine the proposals for revision of pay scales etc., taking into account the views, if any, expressed by the staff representatives of the concerned organizations. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of autonomous organizations/statutory bodies is not more beneficial than that admissible to the corresponding categories of the employees of the Central Government. The final package recommended by the Group of Officers referred to above will require the concurrence of Ministry of Finance or the Department of Personnel & Training, as the case may be. However, as an interim measure, pending finalization of appropriate scales of pay, the Organization/Statutory body may place employees in the revised Pay Band with appropriate Grade Pay corresponding to a lower level scale of pay as available under CCS (RP) Pay Rules, 1997.
- (viii) The stipulation regarding the pattern of emoluments and terms and conditions of services implies that if any section of employees in the autonomous organizations/statutory bodies, has been given benefits not available to the Central Government employees, e.g. Personal Promotion Scheme, Career Growth Scheme, Retraining and Redeployment Scheme, rent-free accommodation, free/concessional transport, shift duty allowance, O.T.A., fixed medical allowance etc., then the proposal for revision of their pay scales will have to be referred to the Group of Officers referred to above.
- (ix) The mode of payment of arrears of pay shall be the same as laid down in Rule 14 of the Central Civil Services (Revised Pay) Rules, 2008 for the employees of the Central Government.



- (x) The adoption of revised scales of pay by this order, both where the pattern of emoluments' structure is identical to Central Government and also where emoluments' structure is not similar, will be subject to the following conditions as far as the budgetary support for additional expenditure is concerned:-
- a. 80% of the additionality will be met by the Central Government;
 - b. 10% of the additionality will be met by the Autonomous organizations, etc through additional generation of revenue; and
 - c. Balance 10% of the additionality will be managed by the Autonomous Organizations etc through savings.
 - d. Institutes not in receipt of budgetary support for meeting recurring expenditure will have to meet the entire liability from their own internal resources.

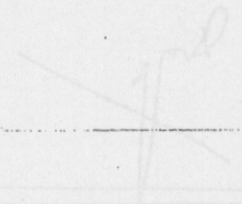
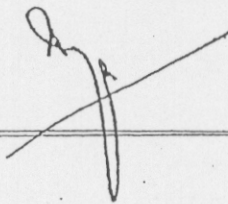
In the case of autonomous organizations/statutory bodies etc. which have no source of generating revenue, 90% additional expenditure will be met by the Central Government. If the additional expenditure cannot be met in accordance with the above mentioned Para (x), each request for funds in excess of the amount worked out as per this formula will be referred to the administrative Ministry for examination in consultation with the Ministry of Finance, Department of Expenditure.

- (xi) To facilitate consideration of the proposal for revision and early decision thereon, it is requested that the proposal may be sent to the Ministry of HRD in the enclosed format (Annexure - I) to enable the Ministry to examine (i) whether the pattern of emoluments and conditions of service are those approved by the Government or otherwise; and (ii) to decide the funding pattern applicable to the institutions in terms of Para 4 of Ministry of Finance (Department Of Expenditure) OM No.7-23/2008 E- III dated 30th September, 2008.

Central Universities and other institutions receiving grants through the University Grants Commission (UGC) may submit the information in the above mentioned format to the UGC, which in turn shall forward the same to the Ministry along with their comments/recommendations thereon, for vetting by the Financial Adviser of the Ministry of HRD.

- (xii) Subject to the guidelines mentioned above and the terms and conditions of OM No.7-23/2008 E-III dated 30th September, 2008 of Department of Expenditure, Ministry of Finance, there is no objection to the autonomous organization/statutory body putting up to Finance Committee and Board of Governors or other appropriate authority, the proposal for adoption of the Central Civil Services (Revised Pay) Rules, 2008, in accordance with its rules/regulations/bye-laws. A copy of the relevant formal Order/Resolution of the organization/statutory body may please be endorsed to the UGC/ Ministry as applicable for records.

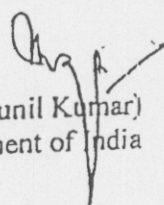
- (xiii) It may be made clear to the employees of the autonomous organization/statutory body that payments are being made subject to subsequent adjustment from



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amounts that may be due to them, should any discrepancies be noticed later. For this purpose, an undertaking may also be obtained in writing from every employee at the time of disbursement of the arrears/pay & allowances to the effect that any excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised pay scales or grant of inappropriate pay band/ grade pay, will be refunded by him/her to the organization/ statutory body either by adjustment against the future payments or otherwise. A specimen form of undertaking is also enclosed at Annexure - II.

The receipt of this Office Memorandum may please be acknowledged.

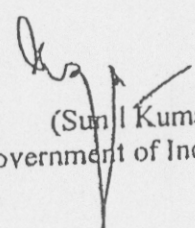

(Sunil Kumar)

Joint Secretary to the Government of India

To

1. Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi. Necessary instructions as above may also be issued by the Commission in respect of Central Universities and Institutions Deemed to be Universities established and maintained by the Central Government.
2. Member- Secretary, Indian Council of Historical Research, 15, Ferozeshah Road, Delhi
3. Member- Secretary, Indian Council of Social Science Research, Aruna Asaf Ali Marg, New Delhi
4. Member- Secretary, Indian Council of Philosophical Research, 36, Tughlakabad Institutional Area, Near Batra Hospital, Tughlakabad, New Delhi
5. Chairman, National Council of Rural Institutes, Shakar Bhawan, Basheer Bagh, Opposite Police Control Room, Hyderabad
6. Director, Indian Institute of Advanced Studies, Rashtrapati Niwas, Shimla
7. Secretary, National Commission for Minority Educational Institutions, New Delhi.

Copy forwarded to JS & FA (HRD) for information.


(Sunil Kumar)

Joint Secretary to the Government of India

By Shree Post

23238735/ 23239437/23235733 23232701
23237721/ 23232517/23234116/ 23236351UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110002विश्वविद्यालय अनुदान आयोग
महादुरशाह जफर मार्ग
नई दिल्ली - 110 002All communications should be addressed to
the Secretary by designation and not by name

No.F.20-1/2008(CU)

23rd October, 2008

The Registrar (s)
All Central Universities (23)
UGC maintained Deemed to be Universities (8)
The Principal (s)
Delhi Colleges (54)

23 OCT 2008

Subject: Revision of scales of pay of employees of the autonomous organizations, statutory bodies, etc., set-up by and funded / controlled by the Central Government - guidelines regarding.

Sir,

This is in continuation to UGC letter of even number dated 13th October, 2008 on the subject mentioned above sending therewith a copy of the Government of India, MHRD, Department of Higher Education Office Memorandum No.2-1/2008-U.I(A) dated 6th October, 2008 regarding extension of the revised scales of pay to the employees of the Quasi-Government Organizations, Autonomous Organization, and Statutory Bodies setup and funded / controlled by Central Government for your perusal and requesting to submit the requisite information as per the prescribed format enabling UGC to get the approval of the MHRD for revision of pay scale of non-teaching staff of Central Universities / UGC maintained Deemed to be Universities and Delhi Colleges getting non-plan grants from UGC.

2. In view of the procedural requirement, it may take more time for the receipt of information in respect of Central Universities / UGC maintained Deemed to be Universities and Delhi Colleges (getting non-plan grants from UGC) and getting the proposals approved from MHRD and also the 6th CPC recommendations have already been implemented in Central Government, it has been decided to allow these institutions to make ad-hoc payment towards the 1st installment of arrears on account of the implementation of 6th Pay Commission recommendations as detailed below:-

- (i) The mode of payment of arrears of pay shall be the same as laid down in the Rule 14 of the Central Civil Services (Revised Pay) Rules, 2008 for the employees of the Central Government. The "relevant period" means the period commencing on the 1st day of January, 2006 and ending with the 31st August, 2008. The arrears shall be paid in cash in two installments. The first installment should be restricted to 40% of the total arrears. The remaining of arrears should be paid during the next financial year.
- (ii) The Central Universities / UGC maintained Deemed to be Universities / Delhi Colleges (getting non-plan grants from UGC) may make ad-hoc payment of arrears towards the first installment (i.e. 40% of the total arrears) to its non-teaching employees whose pattern of emolument's structure i.e. the scales of pay and all other allowances particularly Dearness Allowance (DA), House Rent Allowance (HRA), City Compensatory Allowance (CCA) are identical to those of the employees of the Central Government.

d/c

- (iii) In case of those categories of employees whose pattern of emoluments, i.e. pay scales and allowances and conditions of service, are not similar to those of the Central Government employees, a proposal will be referred to a separate 'Group of Officers' in the Ministry in respect of each autonomous body. However, the Central Universities / UGC maintained Deemed to be Universities / Delhi Colleges (getting non-plan grants from UGC) may also make ad-hoc payment of arrears towards the first installment (i.e. 40% of the total arrears) to such non-teaching employees considering only the core pay scale as approved by the Government of India, MHRD / UGC.

The above payment towards first installment of arrears may please be made well before Diwali.

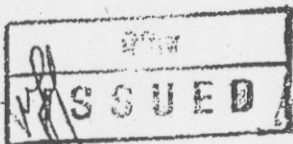
- (iv) For this purpose, an undertaking may also be obtained in writing from every employee at the time of disbursement of the above said part arrears to the effect that any excess payment may be found to have been made as a result of incorrect fixation of pay in the revised pay scales or grant of inappropriate pay band / grade pay, will be refunded by him/her to the organization / statutory body either by adjustment against the future payments or otherwise.
- (v) The University may deduct the income tax at source while making the ad-hoc payment towards arrears.
- (vi) Till the non-plan additional grants are released on account of implementation of 6th Pay Commission or due to immediate non-availability of funds under Non-Plan, the University may make the payments towards adhoc arrears of first installments from grants available with the Universities from other schemes and the same may be recouped once the additional non-plan grants are released by the UGC for implementation of 6th Pay Commission.
- (vii) It is also to mention that all terms and conditions as laid down in the above said O.M. will remain applicable.

Yours faithfully,

R. Batra
(Dr. (Mrs.) Renu Batra)
Joint Secretary

Copy to:

1. Shri Sunil Kumar, Joint Secretary, Ministry of Human Resource Development, Shastri Bhawan, New Delhi - 110 001 for information.
2. DS to Chairman, UGC *[Signature]*
3. PS to Vice-Chairman, UGC *[Signature]*
4. PS to Secretary, UGC *[Signature]*
5. SO (DU) for information and necessary action. *[Signature]*
6. SO (DC) for information and necessary action. *[Signature]*



R. Batra
(Dr. (Mrs.) Renu Batra)
Joint Secretary

The committee also considered the additional requirements of different Academic Departments and allocated one time special assistance under **Non-Plan** as under:

- (i) For all non Science Departments/ Centres of studies @ Rs. 5,00,000/- each
 - (ii) For science departments @ Rs. 15,00,000/- each
 - (iii) For Library Rs. 15,00,000/-
 - (iv) For Centre of Environmental Studies
 - (a) Books Rs. 2,00,000/-
 - (b) Equipments Rs. 10,00,000/-
- } Rs. 12,00,000/-

The details of head-wise allocation may be seen in allocation table **(Annexure-I)** which will also be made available by the Finance Department to different spending authorities. The committee desired that the funds allocated above should be utilized by the Departments/ Centres within December, 2008.

DC:138:7:(h): The committee considered the requirements of the departments under the School of Technology and made special allocation under **Plan** as under:

- (i). Basic sciences & Social Sciences Rs. 99.00 Lakhs
- (ii). Information Technology Rs. 60.00 Lakhs
- (iii). Electronics & Communication Engineering Rs. 68.00 Lakhs

The committee desired that the funds allocated above should be utilized by the departments within December, 2008.

DC:138:7:(i): The committee decided that all the Dean's Offices should be properly furnished by the P&S department and along with sofa sets, side tables, center tables etc.

✓ **DC:138:7:(j):** The committee felt that all the Dean's of Schools be provided with lap tops. The lap tops so provided will remain with the individual after the expiry of the term of Deanship. However, the matter be placed before the Executive Council for consideration.

DC:138:7:(k): A meeting of all the Heads of Departments/ Centres along with the Dean's of Schools under the Chairman ship of the Vice-Chancellor be convened on 20th October, 2008 at 2.30 pm. to discuss *inter-alia* the modalities of utilization of additional funds allocated.

DC:138:7:(l): The Librarian be asked to convene the meeting of the Library committee to finalise allocation of funds to different departments for purchase of books out of the **Plan** funds allocated earlier.

138th Deans' Committee Meeting held on
13 + 15 October, 2008.

- (ii) **Adoption of the 6th CPC Central Civil Services (Revised Pay) Rules, 2008 as notified by the Govt. of India, and as approved by the 55th Finance Committee held on 30.10.2008.**

NO:EC:135:2008:6:6:(ii): The Council considered the Adoption of the 6th CPC Central Civil Services (Revised Pay) Rules, 2008 as notified by the Government of India, Ministry of Human Resource Development, Department of Higher Education's Office Memorandum vide letter No.2-1/2008-U.I(A) dated New Delhi, 6th October, 2008 and as approved by the 55th Finance Committee of the University held on 30.10.2008 and **RESOLVED** to approve the same.

6:7: Others

- (i) **Minutes of the 79th, 80th and 81st Building Committee.**
 &
 (iv) **Minutes of the 82nd & 83rd Building Committee.**

NO:EC:135:2008:6:7:(i)&(iv): The Council considered the Minutes of the 79th, 80th, 81st, 82nd and 83rd Building Committee and **RESOLVED** to approve the same.

- (ii) **Setting up of a Centre for Excellence in Environmental Studies and Research, NEHU.**

NO:EC:135:2008:6:7:(ii): The Council considered the setting up of a Centre for Excellence in Environmental Studies and Research, NEHU, and **RESOLVED** to constitute a Committee consisting of the following members to examine the matter, provide suggestions and interact with BRNS on behalf of NEHU.

- | | |
|---|----------|
| 1. Prof. B.K. Tiwari
Centre for Environmental Studies
NEHU, Shillong. | Chairman |
| 2. Prof. Veena Tandon
Dean
School of Life Science
NEHU, Shillong. | Member |
| 3. Prof. D.T. Khathing
Registrar
NEHU, Shillong. | Convener |