

(viii) PAY ANOMALY IN RESPECT OF NON-TEACHING
STAFF OF UNIVERSITY

The University Administration have been receiving Representation prayers from different categories of Non Teaching Employees on different types of anomalies on admissibility of appropriate scale of pay, on admissibility of 'One Upward Movement' scale of pay thereof, merger of two or more pre-revised scale of pay into a identical scale of pay and resultant confusion in the hierarchy etc. Most of the anomalies cropped up after revision of scale of pay w.e.f. 1.1.86 (4th CPC) magnitude of which increased after revision of scale of pay w.e.f. 1.1.96 (Vth CPC). These apart, some guidelines of the UGC, decision of the University and difference in scales of pay for same post in Central Universities contributed towards the anomalies. To set right the anomalies the effected staff have been approaching the University Administration both individually and collectively for the past ten years or so. NEHUNSA also pressing very hard to settle the disputed issue. Accordingly, the Vice-Chancellor appointed one committee to examine all the issues and to suggest ways and means to settle the issues once for all. The committee comprised of the following teachers/officers.

1.	Prof. A. C. Sinha,	Chairman.
2.	Prof. A. N. Rai .	Member
3.	Prof. P. Tandon,	Member.
4.	Registrar, NEHU,	Member.
5.	Finance Officer, NEHU,	Member.
6.	Deputy Registrar, Estt-I/CRC,	Member.
7.	Representative of NEHUNSA,	Member.
8.	Assistant Registrar, CRC,	Member Secretary.

Terms of reference of the committee was to

1. Recommend the admissibility of a rational scale of pay keeping in view the different orders of the University, UGC, Govt. of India, recruitment criteria etc. vis-à-vis recommendation of different pay commission.
2. Recommend the cadres where one upward movement under "One up ward Movement scheme" of the UGC should be admissible and the admissible scale thereof.
3. To suggest ways and means to set right the anomalies cropped up after revision of the scale of pay after 1.1.96.
4. Introduction of the Assured Career Advancement scheme in the University.
5. Any other relevant aspects.

The committee was directed to submit its recommendation etc. on or before 31.10.2000 (which was extended up to 31.12.2000).

The minutes of the meeting is placed before the F.C. for consideration and approval. As per Annexure A1.

MINUTES OF THE ANOMALY COMMITTEE

The University Administration have been receiving Representation /prayers from different categories of Non Teaching Employees on different types of anomalies on admissibility of appropriate scale of pay, on admissibility of 'One Upward Movement' scale of pay thereof, merger of two or more pre-revised scale of pay into a identical scale of pay and resultant confusion in the hierarchy etc. Most of the anomalies cropped up after revision of scale of pay w.e.f. 1.1.86 (4th CPC) magnitude of which increased after revision of scale of pay w.e.f.1.1.96 (Vth CPC). These apart, same guidelines of the UGC, decision of the University and difference in scales of pay for same post in Central Universities contributed towards the anomalies. To set right the anomalies the effected staff have been approaching the University Administration both individually and collectively for the past ten years or so. NEHUNSA also pressing very hard to settle the disputed issues. Accordingly, the Vice-Chancellor appointed one committee to examine all the issues and to suggest ways and means to settle the issues once for all. The committee comprised of the following teachers/officers.

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4. Introduction of the Assured Career Advancement scheme in the University.
5. Any other relevant aspects.

The committee was directed to submit its recommendation etc. on or before 31.10.2000 (which was extended up to 31.12.2000).

The committee had these meetings on 2.2.2000, 4.4.2000 & 22.11.2000 where each item of Anomaly (numbering 21 in respect of which representations were received) was discussed /examined in depth and details. The committee took special note of letter No.31-3/97(CU) dated 15.7.2000 of the UGC, where the commission conveyed its decision: for the settlement of the anomalies in the scale of granted to the non teaching staff of the J.N.U, vis-a-vis the scales of pay to be granted to each

category of Non teaching employees in the Central Universities, and tried to straight the anomalies in NEHU, as far as practicable, within the guidelines framed by the UGC.

Item wise anomaly and suggestion of the committee is as under :

1. Core scale of pay for the post of Gastetner Operator and the upward scale there of :

The committee found that the scale of pay of Rs.950-1500/-(PR) granted to the Gastetner Operators under one upward movement, was wrong, which should have been Rs.1200-1800/-(PR) in view of the fact that the core scale of pay of staff under this category was Rs.950-1400/-(PR).

The committee took note of the scales of pay prescribed by the UGC in its letter No.31-3/97(CU) dated 15.7.2000 and suggests that the Gastetner Operators should be granted the following scale of pay :

		Pre revised	Revised
(a)	Core scale of pay	Rs.950-20-1150-25-1400/-	Rs.3050-70-4590/-
(b)	Scale of pay under one up ward movement	Rs.1200-30-1440-30-1800/-	Rs.4000-100-6000/-

2. Scale of pay for the post of Coach :

The committee examined the pay scale aspect of the Coaches and found that the scale of pay of Rs.1200-2040/-(Pre revised Core scale of pay) and Rs.1400-2300/- (Pre revised scale of pay under one upward movement) , granted by the University was due to non availability of any scale of pay , prescribed by the UGC . Even the recent directives of the UGC (vide letter No.31-3/97(CU) dated 15.7.2000) no scale of pay for this category of staff has been prescribed. Committee, however found that the commission in its letter No. F.7-9/85(NPI) dated 26.11.85 directed the University to follow the scale of pay of Netaji Subhash National Institute of Sports, Patiala . The committee therefore, suggests that the scale of pay as communicated by the Sports Authority of India [vide 510(13)SP(ES)/Estt-Coaches/88 dated 30.3.88] be granted to the coaches of NEHU.

		Pre Revised Scale w.e.f. 1.1.86	Revised scale w.e.f. 1.1.96
(a)	Core scale of pay	Rs. 1640-60-2600-75-2900	Rs.5500-175-9000
(b)	Scale of pay under One Upward Movement.	Rs.2000-60-2300-75-3200-100-3500.	Rs.6500-200-10500.

3. Anomaly in the scale of pay of the post of Assistant/Personal Assistants

The committee took note of the most abnormal situation in the scale of pay in respect of these two category of staff which cropped up on the one hand due to the granting of Pre-revised scale of Rs.1640-2900/-by the UGC w.e.f.1.1.86 and not allowing the corresponding revised scale of Rs.5500-9000/-w.e.f.1.1.96 to those appointed/promoted in these two grades after the notification (dated 10.4.98) regarding revised scale of pay was issued, instead granting them the Revised scale

of Rs.5000-150-8000/-, while on the other hand, allowing the Revised Scale of Rs.5500-9000/- (on personal basis) to those to whom the Pre-revised scale of Rs.1640-2900/- was already granted prior to notification regarding revised scale of pay (w.e.f.1.1.96) was issued on 10.4.98. The committee noted that in view of the directives of the UGC, the University has two sets of scales of pay (viz.Rs.5500-9000/- & Rs.5000-8000/-) for the same category of employees. The committee also noted that the UDAs or Stenographer (who are having lower status than the Cadre of Assistant /personal Assistant)the benefit of One-upward movement were allowed the scale of pay of Rs.1640-1500/- (PR)/Rs.5500-9000/-(Revised); thereby, they are in receipt of higher scale of pay than their superiors. Again these UDAs /stenographers when promoted after 10.4.98 to the grade of Assistants/P.A have to be granted lower scale of pay of Rs. 5000-8000/- as per UGC's directives.

The Committee therefore, felt that there is no way out but to continue with the scale of pay of Rs.1640-2900/-(PR) and Rs.5500-9000/-(Revised) on

(i) Personal basis till such time direct open recruitment to the cadre of Assistant/Pas stipulating interalia, the scale of pay of Rs 5000-8000/- is made or (ii) on Promotion of such of the lower rank having no connection with the scale of pay of Rs.5500-9000/-in the lower rank is made .

The committee therefore suggests that the scale of pay for the post of Assistants /Personal Assistants should be :

		Pre Revised	Revised
(a)	Core pay scale	Rs.1640-60-2600-75-2900/-	Rs.5500-175-9000/-
(b)	Scale of pay under One Upward	Rs.2000-60-2300-75-2900/-	Rs 6500-200-10500/-

[Scale of pay mentioned above should be personal to the present incumbents and for the staff other than those mentioned in (I) & (ii) in foregoing para.]

4. Scale of pay for the post of Senior Farm Supervisor.

The post of Senior Farm Supervisor is an isolated post having only one incumbent working in the post. Being technical the scale of pay of Rs.1320-2040/-(PR) was granted. But with the revision of pay w.e.f. 1.1.96 the scale became Rs.4000-6000/-which is also the revised pay scale corresponding to the pre revised scale of Rs.1200-2040/-. This post has no other post in the hierarchy for which it became difficult on the part of the administration to identify the appropriate scale of pay for the purpose of granting the benefit of One Upward Movement to which the incumbent is otherwise entitled. This became more confusing because in the Ministerial cadre, the up ward scale for those having the scale of pay of Rs.1200-2040/-(PR) is Rs.1640-2900/-(PR). The committee examined the guidelines of the UGC in this regard and found that the same is silent on this point.

The committee therefore, considered the scale of the similar post in other Govt.of India Departments and suggested that it will be appropriate to grant the following scale of pay to the incumbent :

		Pre revised	Revised
(a)	Core pay scale	Rs.1320-30-1560-40-2040/-	Rs.4000-100-6000/-
(b)	Scale of pay under one upward movement	Rs.1400-40-1600-50-2300-60-2600	Rs.5000-150-8000/-

5. Scale of Pay of the post of Assistant Press Manager.

The Committee felt that the Assistant Press Manager of the University press is entitled to the benefit of One up ward movement in the scale of pay in view of the fact that the pay scale of Rs. 2000-3500/- (PR) ,granted by the University to the incumbent substituting the scale of pay of Rs.1640-2900/- (PR) granted earlier, was neither a up-gradation of the scale nor a rationalization of the scale of pay instead it was admissible scale of pay for the post.

The committee therefore suggests that the following should be the scale of pay of Assistant Press Manager :

		Pre revised	Revised
(a)	Core Pay scale	Rs.2000-60-2300-75-3500/-	Rs.6500-200-10500/-
(b)	Scale of pay under One Upward Movement	Rs.2200-75-2800-100-4000/-	Rs.8000-275-13500/-

6. Fitment of the scale of pay of the Post of Senior Technical Assistants / admissibility of One Upward Movement in the scale of pay.

The Committee did not find it appropriate to discuss this issue in view of the fact that 3 (three) Senior Technical Assistants , meanwhile have , gone to the Court of Law and the issue is subjudiced . The member Secretary informed the committee that he discussed with the Legal Advisor who suggested that when the issue is being examined by the Court of Law, it will not be appropriate on the part of the committee to go for any deliberation on the issue.

7. Promotion scheme of the Drivers :

The committee noted that the anomaly cropped up due to the merger of two different pre-revised scales of pay of Rs.1200-1800/- (applicable to Driver Grade-II) and Rs.1320-2040/- (applicable to Driver Grade-I) into a single Revised scale of Rs.4000-6000/-,has already been solved by the Govt.of India by granting the revised scale of Rs.4500-7000/- to those to whom the pre-revised scale of Rs.1320-2040/- was granted. Hence, the University has appropriately allowed the same to the eligible Drivers as per the promotion scheme for staff car drivers.

However, the committee noted that the University prior to introduction of the promotion scheme of the Drivers, granted the benefit of " One Upward Movement" to the Drivers to where scale of pay allowed were different then these actually admissible . The committee therefore, suggests that all such scales should be rationalized as per the scales of pay given below :

(A) Driver Ordinary Grade

		Pre Revised	Revised
(a)	Core Pay scale	Rs.950-20-1150-20-1500/-	Rs.3050-75-3950-4590/-
(b)	Scale of Pay under one upward movement.	Rs.1200-30-1440-30-1800/-	Rs.4000-100-6000/-

(B) Driver Grade II

		Pre revised	Revised
(a)	Core pay scale	Rs.1200-30-1440-30-1800/-	Rs.4000-100-6000/-
(b)	Scale of Pay under one upward movement	Rs.1320-30-1560-40-2040/-	Rs.4500-125-7000/-

(C) Driver Grade I

		Pre revised	Revised
(a)	Core pay scale	Rs.1320-30-1560-40-2040/-	Rs.4500-125-7000/-
(b)	Scale of Pay under one upward movement	Rs.1400-40-1600-50-2300-60-2600/-	Rs.5000-100-8000/-

8. Fitment of the scale of pay of the Sanitary Inspector :

The committee noted that the scale of pay of Rs. 1200-2040/-(PR) and Rs.4000-6000/-(Revised) granted to the Sanitary Inspector was not correct in term of the list of applicable scales of pay forwarded by the UGC in its Letter No.31-3/97(CU) dated 15.7.2000.

The committee therefore felt that the appropriate scale of pay for the post of Sanitary Inspector should be as under :

		Pre revised	Revised
(a)	Core pay scale	Rs.1400-40-1800-50-2300/-	Rs.4500-125-7000/-
(b)	Scale of Pay under one upward movement .	Rs.1400-40-1600-50-2300-60-2600/-	Rs.5000-100-8000/-

9. Appropriate scale of pay of the Laboratory Attendant

The committee examined the Representation of the Laboratory Attendants for granting them the Pre revised scale of Rs.950-1400/- substituting the scale of pay of Rs.800-1150/-(PR) as granted to them by the University. In support of their demand they referred the advertisement made by the Delhi University for the post of Laboratory Attendant in the scale of Rs.950-1400/-. The committee found that the advertisement was made by that University in 1997 prior to notification of Revised Scale of Pay. However, the committee found that the applicable scale of pay as intimated by the UGC [vide 31-3/97(CU) dated 15.7.2000] stipulates that the scale of pay for this post is Rs.800-1150/-(PR) as granted by the University.

Hence, the committee suggests that the scale of pay for the Laboratory Attendants should be as under :-

		Pre revised	Revised
(a)	Core scale of pay	Rs.800-15-1010-20-1150	Rs.2650-65-3300-70-4000/-
(b)	Scale of under one upward movement	Rs.950-20-1150-25-1400/-	Rs.3050-75-3950-80-4590/-

10. Appropriate scale of pay for Press Attendants :

The demands of the Press Attendants identified to that of Laboratory attendants on the analogy of an advertisement made by the Govt. of India Text Book Press. The committee found that there is no anomaly in the scale of pay granted to the Press Attendants of the NEHU Press. The committee therefore suggests that identical scale of pay as in the case of Laboratory Attendants (Sl.9 above) should be granted (both as core scale of pay as well as for the purpose of up ward movement) to the Press attendants of the NEHU Press .

11. Admissibility of appropriate scale of pay to the Proof Reader of NEHU Press .

The committee examined the case in depth and details and felt that the only incumbent in the post who does not have any scope for career advancement and to whom the University granted the pre revised scale of pay of Rs.1320-2040/- (a higher scale then the UDCs) should be granted the revised scale of Rs.5500-9000/- w.e.f.1.1.96 as granted by the Govt. of India, Ministry of Personal and Public Grievances and Pensions, particularly in view of the fact that UGC has not prescribed any scale of pay for this post . However, in consideration of the policy of the University to grant one upward movement up to 8.4.98, the committee recommended that the following scale of pay may granted to the Proof Reader.

		Pre revised	Revised
(a)	Core scale of pay	Rs.1320-30-1560-40-2040/-	Rs.4000-100-6000/-
(b)	Scale of pay under one upward movement	Rs.1640-60-2600-75-2900/-	Rs.5500-175-9000/-

12. Appropriate scale of pay for Dark Room Camera Operators of NEHU Press.

The committee examined the claims of the dark Room camera Operators for the higher scale of Rs.1400-2300/- (Pre Revised) substituting the scale of pay of Rs.1200-2040/- granted by the University the committee found that the justifications forwarded by the incumbents are not sound enough to consider their case. Moreover, the UGC in its letter No.31-3/97(CU) dated 15.7.2000 has not prescribed any scale of pay for the post.

Accordingly the committee stipulates that the scale of pay for the post of Dark Room Camera Operators should be as under :-

		Pre revised	Revised
(a)	Core scale of pay	Rs.1200-30-1560-40-2040/-	Rs.4000-100-6000/-
(b)	Scale of pay under one upward movement	Rs.1400-40-1800-50-2300/-	Rs.4500-125-7000/-

13. Grant of Higher scale of pay to the Group-D Employees.

This item was examined administratively and was found that there is no anomaly in the scale of pay of the group 'D' employees. However, the committee was apprised of the position and the committee felt that the Agenda calls for no discussion and the withdrawal of the Agenda was appropriate.

14. Anomaly in the scale of pay in respect of pay in respect of Technician (Grade II) and Grade III of USIC.

The committee noted that the Technician (Grade III) of USIC has higher status than Technician (Grade II) of USIC. The committee also noted that the pre revised scale of pay of Technician (Grade III) of USIC was Rs.1320-2040/- while it was Rs.1200-2040/- for technician (Grade II) of the USIC. Thus hierarchy in this scale of pay of was maintained till 31.12.95. But consequent upon revision of the scale of pay w.e.f.1.1.96 both the scales were merged to a single scale of Rs.4000-6000/- but the status in the hierarchy remained unchanged. The committee accepted the position as an anomalous one. The committee also noted that in similar situation in respect of Staff Car Drivers, the pre revised scale of Rs.1320-2040/- was later on revised to the scale of Rs.4500-125-7000/- by the Govt. of India. The committee also took note of the repeated letters written by the University to the UGC on this issue and also the vague reply of the UGC. The committee therefore felt that the matter be referred once again to the UGC and in case no clear cut reply is received from the UGC within a reasonable period of time, the matter should be settled administratively.

15. Scale of pay etc. of the Senior Technical Assistants :

The committee examined the submission of the Senior Technical Assistants, other than the 3 (three) who has approached the court of law and felt that although all the STAs are not involved in the court case, the basis point of controversy remains the same. Hence, the committee decided not to discuss the issue.

16. Higher scale of pay for Professional Assistants :

The committee examined the orders of the UGC issued in 1987 wherein the Professional Assistants of the University Library having the scale of pay of Rs. 1640-2900/-(PR) and a continuous service of 10(ten) years in the grade were granted the scale of pay of Rs.2200-4000/-. The committee also examined the orders issued by the University (In pursuance of the orders of the UGC) granting the higher scale of pay to the eligible Professional Assistants.

The committee examined the prayer of smt.S.N.War, Professional Assistant, who completed 10(ten) years service in the grade in 1999 to grant her the higher scale of pay in pursuance of the orders of the UGC. However the committee could not recommend the benefit to Smt.War as the notification dated 8.4.98, conveying the revised scale of pay (w.e.f.1.1.96) stipulated that the admissibility of the revised

scale of pay would be subject to discontinuance of the career growth scheme, promotion scheme etc.

The committee, therefore suggested that the benefit cannot be granted in view of the changed circumstances after revision of the scales of pay w.e.f.1.1.96. However the committee recommends that the matter may be referred to the UGC for confirmation.

17. Admissibility of upward movement in the scale of pay of the Calligraphists.

The committee examined the claims made by the Calligraphists for 'Up Ward Movement in the scale of pay' and found that Calligraphists of the University have already been granted higher scale of pay in consideration of the non availability of any scope for their career advancement. In-fact, the Calligraphists were granted the scale of pay of Rs. 330-560/- (3rd CPC) when recruited, later on this scale was rationalize to the scale of Rs. 425-700/-; this scale of pay was further rationalize to to RS. 650-1200/-. At present(i.e. w.e.f. 1.1.1996) the Calligraphists are in receipt of the scale of pay corresponding to the scale of Rs. 330-560/- (which was initially granted to the Calligraphists) is Rs., 4000 – 6000/-

The Committee also noted that the scale of Rs. 6500-10,500/-, granted to the Calligraphists is identical scale of pay applicable to the grade of Section Officer of the University. Hence further upward movement can not be justified.

18. Grant of One Upward Movement in scale of pay of Shri J.C.Unnithan, Macanic, grade -I

Shri J.C.Unnithan, Machanic Grade I, was initially appointed as Motor Macanic in the scale of pay of Rs. 260-400/- (PR). In consideration of his higher qualification he was placed in the grade Machanic Grade -I, in the scale of Rs. 1400 – 2300/-. Shri Unnithan, completed his 8(eight) years of service in grade of Macahic Grade I on 1.1.1994 and became eligible for " One Upward Movement " in the scale of pay. The Committee felt that Shri J.C.Unnityhan, being eligib;le to get the benefit one upward movement should be placed in the scale of pay applicable to the post of Foreman Grade-II (although the post has not been operated).

The scale of pay for the post should be as under ;

		Pre- Revised	Revised
(a)	Core Scale of Pay	Rs. 1400 - 40-1800-50-2300/-	Rs. 4500-125-7000/-
(b)	Scale of pay under one upward movement	Rs. 1640-60=2600-75-2900/-	Rs. 5500-175-9000/-

18. Upward movement in the scale of pay for the post of Storekeepers of the Laboratory based departments

The committee has taken positive steps to grant appropriate scale of pay to the Storekeeper. Several committees were appointed to to look into the demands of the Storekeepers . This aspect was placed before the Executive Council time and again ,where the issue got sympathetic consideration every time. Hence the committee felt that the scales of pay of Rs.1640-2900/-(PR) /Rs.5500-9000/-(Revised) for Graduate Storekeepers ; Rs.1400-2300/- (PR) / Rs.4500-2300/-(Revised) for Undergraduate

Storekeepers and Rs.1320-2040/-(PR)/Rs.4000-6000/-(Revised) for Matriculate Storekeepers with the provision for advanced increment on acquiring higher qualification was quite rational well considered.

However, the committee did not make any deliberation on the demand of the Storekeepers for Up ward movement in the scale of pay , as some Storekeepers have already approached the Court of Law and the issue is subjudiced.

19. Appropriate scale of pay and proper designation of Shri Nirmalendu Sen, lone Mechanic cum Electrician of the University :

The committee found that the pay now granted to the incumbent was appropriate and rational .Hence, the scale of pay should remain as under :

		Pre revised	Revised
(a)	Core scale of pay	Rs.975-25-1150-30-1540/-	Rs.Rs.3200-85-4900/-
(b)	Scale of pay under one upward movement	Rs.1320-30-1560-40-2040/-	Rs.4000-100-6000/-

However, in case the revised scale corresponding to the Pre revise scale of Rs.1320-2040/- is changed by the UGC in respect of the Technician Grade III of USIC (Since referred to UGC , the same may be allowed to the incumbent.)

21. Fitment of the scale of pay of the Technical Assistant (Blacksmithy) Technical Assistant (welding) :

Committee found that the initial scale of pay of Rs.260-400/- (3rd CPC)/Rs.975-1500/- should have been the basis for the purpose of granting he scale under One upward movement , as these scale of pay was granted to the incumbents when their designation was 'Blacksmith' or 'Welder'.The basis for the purpose of granting the scale of pay under 'One up ward movement' scheme should have been the status /nature of duties and Designation granted incumbent w.e.f.1.1.86.As the incumbents were designated as Technical Assistant and their duty was in the Agri-Engineering Laboratory of the SASRD , they should have been granted the core scale of pay ,identical to the scale of pay allowed to all the Technical Assistants of the Assistants w.e.f. 1.1.86 (i.e.Rs.1400-2300/-).

The committee therefore, suggests that the scale of pay should be as under :

		Pre revised	Revised
(a)	Core scale of pay	Rs 1400-40-1800-50-2300/-	Rs.Rs.4500-7000/-
(b)	Scale of pay under one up ward movement	Rs.1640-60-2600-75-2900/-	Rs.5500-175-9000/-

The committee however, recommended that the benefit may not be granted with retrospective effect (i.e. from the date of which they were granted the upward movement) items of anomaly and thereby takes care of points (1) , (2) & (3) of the terms of reference of the committee.

The committee also took point of (4) of the terms of reference of the committee i.e. introduction of A.C.P. scheme of the Govt. of India in the University

and recommends that the same should be introduced in the University mutatis mutandis.

Under point (5) of the terms of reference of the committee ie. " Any other relevant aspect " no other point was taken for discussion /consideration.

The committee recommended that the minutes of the meetings of the committee may be submitted to the Vice-Chancellor for his consideration and for further action as he may deem fit .

The committee ended with vote of thanks to the Chair.

sd/- (N Purkayastha) AR.(CRC) Member Secretary	sd/- Prof.A.C.Sinha Head Department of Sociology, Chairman
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The committee found that the pay now granted to the incumbent was...
 However, in case the revised scale corresponding to the Pre revise scale of...
 (Since referred to UCC, the same may be allowed to the incumbent.)
 The committee therefore suggests that the scale of pay should be as under:

	Revised	Pre revised	
(a) Core scale of pay	Rs. 1400-40-1800-50- Rs.1500-7000-	Rs. 1400-40-1800-50-	
(b) Scale of pay under one upward movement	Rs. 2500-175-	Rs. 1640-60-2600-75-	

The committee however recommended that the benefit may not be granted...
 with retrospective effect from the date of which they were granted the upward...
 movement) items of seniority and thereby takes care of points (1), (2) & (3) of the...
 terms of reference of the committee.
 The committee also took point of (4) of the terms of reference of the...
 committee i.e. introduction of A.C.P. scheme of the Govt. of India in the University

3. The duties of the higher post shall be performed in addition to the normal duties.
4. Such staff shall be paid the salary of the post that they are officiating.
5. This decision shall come into effect from 1.1.2001 and past cases shall be governed as per the existing guidelines of the Council.

(iv) Qualifications of University teachers.

EC:108:2000:6:6:(iv): The Council considered the qualifications recommended for University Teachers by the UGC vide D.O. No.F.3-1/2000/(PS) of 4th April, 2000 and RESOLVED to accept the same.

(v) Effective date of maximum accumulation of 300 days of Earned Leave.

EC:108:2000:6:6:(v): The Council considered the effective date of maximum accumulation of 300 days of Earned Leave and RESOLVED that the effective date shall be 1.7.1996.

(vi) Recruitment Rules on Grant of Benefit of added years of service under Rule 30 of CCS pension Rules.

EC:108:2000:6:6:(vi): The Council considered the recommendations of the Committee appointed by it for grant of benefit of added years of service and RESOLVED to approve the same.

(vii) Draft Recruitment / Service Rules in respect of the Group B,C, & D of Non-Teaching Staff of the University.

EC:108:2000:6:6:(vii): The Council considered the draft recruitment / service rules in respect of the Group B,C and D Non-Teaching staff of the University and RESOLVED to approve the same with modifications as indicated in Annexure 'C'.

(viii) Pay Anomaly in respect of Non-Teaching Staff of the University.

EC:108:2000:6:6: (viii): This item was deferred.

6:7- Others.

- (i) Inclusion of North-Eastern Hill University Non-Teaching Staff Association as Member of Executive Council.

EC:108:2000:6:7:(i): This item was taken up along with item No.6:7: (ii).

- (ii) Proportionate representation of elected teachers in all Statutory Bodies and Committee for participatory management and Corporate responsibility.

EC:108:2000:6:7:(ii): The Council considered the representation of NEHUTA and RESOLVED that this along with the proposal of NEHUNSA may be first examined by a Committee to be appointed by the Vice-Chancellor.

- (iii) Minutes of the 34th meeting of the Building Committee.

EC:108:2000:6:7:(iii): The Council considered the Minutes of the 34th Meeting of the Building Committee and RESOLVED to approve the same.

- (iv) Recognition of Sanker Hospital, Park View, Castle Corner Krepa Foundation, Private Specialist's Services in Shillong And treatment outside Shillong.

EC:108:2000:6:7:(iv): The Council considered the recommendation of the Health Centre's Management Committee and RESOLVED to approve the same.

- (v) Expenditure incurred in connection with introduction of Rajiv Gandhi Chair.

EC:108:2000:6:7:(v): The Council considered the expenditure incurred in connection with the Rajiv Gandhi Chair and RESOLVED to approve the same.