

(x) Merit Promotion Scheme—Report of the Committee.

In furtherance to the E.C. Resolution NO. EC:87:95:66:(viii) held on 4.11.95 the E.C. resolved that the Committee that the report will be examined and placed before its next meeting.

The observations of Finance and Establishment department on the Report of the E.C. Sub-Committee on MPS is as follows:-

1. Unlike BHU, AMU, JNU, Vishwa Bharati, NEHU may not be in a position to implement the MPS in view of the fact that NEHU was established in the North East Region which is economically and industrially backward, where the scope for tapping the external resources is not available. The internal resources of the above Central Universities compared to NEHU is negligible.

2. As per the comparative Statement in Annexure 'A' it is observed that the financial implications for promotional Scheme in respect of these 41 numbers of teachers from the Reader pay scale of Rs.3700-5700/- will be Rs. 3,50,790/-(approx.) on completion of 6 years of services. In case the teachers are allowed to opt the scale of Rs.3000-5000/- instead of Rs.3700-5700/- the 41 incumbent teachers are to refund to the University a total amount of Rs.30.71 lakhs(approx.).

Further, Finance department is not in a position to work out the financial implications which may subsequently arise after the announcement of the 5th Pay Commission for implementation as the details of the scale of pay is awaited and this will also effect the pension of the teacher's concerned.

The impending report of the 5th Pay Commission may have a far reaching effect on the fixation of pay for such NEHU, MPS teachers. Here again since it is the NEHU Scheme, the University may not be in a position to bear the huge financial implication of the 5th Pay Commission in the case of NEHU MPS Teachers. Thus NEHU and NEHU alone would have to bear on the huge additional expenses on this score too which it may not be able to get the required financial resources for the purpose.

Since the University had already started filling up the sanctioned vacant posts both under Plan and Non-Plan the question of saving from the salary components against these vacant posts does not arise. The University depends entirely on the UGC for its maintenance and it is therefore proposed that the demand of the teachers who have been enjoying all along the pay-scale other than MPS Scheme may be difficult to entertain. The report of the Sub-Committee is at Annexure 'B'.

The matter is placed before the Executive Council for consideration.

Annexure 'A'

A comparative statement of the financial implications of two promotional schemes for teachers (From Reader (Rs.3700-5700) to Professor in the pay scale of Rs.4500-5700).

U.G.C. M.P.S. (3000-5000)			NEHU M.P.S. (4500-5700)		
Year of Eligibility	No. of teachers	Amount (Rs)	Year of Eligibility	No. of teachers	Amount (Rs)
1991	1 x 18,567	18,567	1991	1 x 12,150	12,150
1992	4 x 29,651	1,18,604	1992	4 x 13,439	53,756
1993	15 x 68,535	10,28,025	1993	15 x 12,426	1,86,390
1994	4 x 97,353	3,89,412	1994	4 x 8,295	33,180
1995	9 x 83,396	7,50,564	1995	9 x 5,131	46,179
1996	8 x 95,682	7,65,456	1996	8 x 2,393	19,144
41		30,70,628	41		3,50,799

- Total amount payable to NEHU by all 41 teachers Rs.30,70,628.
- Total amount payable to all 41 teachers by NEHU Rs.3,50,790.
- NEHU may have to find its own way to meet the expenditure involved.
- Finance Department is not in a position to work out the financial implications which may subsequently arise after 5th Pay Commission's recommendations announced for implementations.

Minutes of the meeting of the E.C. sub-committee on M.P.S. held on 27.10.95 at 3 P.M. in the office chamber of the Registrar.

Members Present

Prof. H. Junjappa	Chairman
Prof. S.S. Khare	Member
Prof. S.K. Mishra	Member
Prof. R.P. Sharma	Member
Smt. A. Shadap, Registrar & F.O.	Member.

The meeting resolved as under :-

- (1) The merit promotion scheme for promotion of Readers to Professors should be implemented at the earliest. Information available from reliable sources indicates that the scheme is already in operation in central universities like BHU, AMU, DU, JNU and Vishwa Bharti.
- (2) The teachers so promoted shall be placed in the scale of pay of Rs.4500-5700 as approved by the A.C. If there are 30 teachers eligible for promotion till today, the total annual financial liability on account of their promotion comes to Rs.212556/- (Annexure I/Page I). This amount is less than the salary of 2 Professors. However, this amount will increase proportionately after the implementation of the report of the 5th pay commission.
- (3) Besides, the total amount of arrears on account of these promotions for the period from 1991 to 1995 comes to Rs.527820/- inclusive of the amount of Rs.212556 for the current year (Annexure I/Page VI).
- (4) The committee also recommends that the funds to meet the current liability may be arranged from the savings of salary against the recent posts of teachers, if any, or the Finance Department may examine properly the possibility of generating funds from other sources.

The committee also recommends to start and run Management and Computer Courses with the help of the existing teachers by introducing capitation fees at the time of admission to 50% of the seats. Efforts may also be made to generate funds through consultancy services.

- (5) Interest earned on research schemes of teachers can also be examined to implement the scheme.

Notes :-

- (a) The retirement of teachers so promoted will start within 3-4 years and all of them will retire within a period of 10-12 years.
- (b) The calculations to arrive at the figures as shown in the recommendations nos. (2) and (3) have been made allowing 1 notional increment in the scale of pay of Reader and fixing the pay of the next higher stage in the scale of Rs.4500-5700.
- (c) Non-implementation of this scheme will create academic imbalance and may insult in discontent among the teachers.

Sd/-

Prof. H. Junjappa
Chairman.

(ix) Stepping up of pay of the Senior at par with the Junior.

No:EC:91:96:6:6:(ix): The Council considered the stepping up of pay of Smt.G.Kapoor at par with her Junior and RESOLVED to sanction the same as decided earlier.

(x) Merit Promotion Scheme-Report of the Committee

No:EC:91:96:6:6:(x): The Council considered the introduction of Merit Promotion Scheme of the University and while deferring to take any decision on the same RESOLVED that the University may write to the other Central Universities to find out the modus operandi of the scheme in such universities.

(xi) Grant of benefits in the form of addition to qualifying service for pension.

No:EC:91:96:6:6:(xi): The Council considered the recommendation of the Committee constituted by the Executive Council to grant benefit of qualifying service for pension to NEHU Employees covered by CUB Rule/C.C.S.Rules and RESOLVED to accept the recommendation with immediate effect to those retiring after 7.12.96. Legal advice, however, may be sought for retrospective application of Rule 30 of the C.C.S. ^{Rule} with effect from 30.3.1990.

(xii) Accreditation of State Level Eligibility Tests

No:EC:91:96:6:6:(xii): The Council considered the accreditation of the State Level Eligibility Tests as conveyed by the University Grants Commission vide letter No.F.4-2/90(NET) of May,23,1996 and RESOLVED to approve the same.

6:7 - Others-

(i) Mode of reckoning seniority for the purpose of House-allotment-Report of the Committee.

No:EC:91:96:6:6:(i): The Council considered the mode of reckoning seniority for the purpose of house-allotment and while accepting the recommendations of the Committee appointed by it RESOLVED that the same Committee ^{need} make necessary amendments for House-Allotment Rules.

(ii) Provisions for redressal of Non-Teaching Staff Grievances.

No:EC:91:96:6:7:(ii): The Council considered the provisions for redressal of grievances of the Non-Teaching Staff and RESOLVED to appoint a Committee consisting of the following to frame the Statute as per Section 24(h)&(i) of the NEHU Act,1973.

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| 1. Pro-Vice-Chancellor,
NEHU, Mizoram Campus, Aizawl. | - | Chairman |
| 2. Prof.S.N.Bhat | - | Member |
| 3. Prof.A.C.Mohapatra | - | Member |
| 4. Prof.S.K.Mishra | - | Member |