

Draft

(iv) REPLACEMENT OF 'SELECTION-CUM-SENIORITY' IN LIEU OF 'SENIORITY-CUM-MERIT'.

The University has been following the policy of 'Seniority-cum-Merit' in matters relating to grant of promotion to the employees belonging to Group B & C as prescribed in the Interim Recruitment Rules as approved by the Executive Council and this principle has been made effective with effect from 31st January, 1997 vide Notification No. F.2-6/CRC/97-81 dt. 31.1.97 (Annexure- A).

With the implementation of the Vth Pay revision, which was adopted by the University in toto vide EC resolution No. E:EC:8:98:6:6(i) on Service Conditions/Financial and other benefits (vide Annexure-B), wherein, it was stipulated to (i) amend/frame the Acts/Statutes/Ordinances, etc on the appointment and emoluments of employees and their service conditions and ii) to modify the Recruitment Rules and Promotion Rules to make them at par with those of Government of India.

In view of the above, the matter is placed before the E.C. to kindly consider replacement of 'Selection-cum-Seniority' in lieu of 'Seniority-Cum-Merit' to make at par with the recommendation of the Government of India. An extract copy of the Chapter 53 'Promotions' and Part IV Clause 6.3.1. relating to the said Policy is placed at annexure-C. The decision, if approved shall supersede the earlier Notification conveyed vide Circular at Annexure-A above.

U/o.No.F.2-6/CRC/97-253.

NORTH EASTERN HILL UNIVERSITY
P.O. PERMANENT CAMPUS:SHILLONG.

No. F. 2-6/CRC/97-81

Dt. 31-Jan-1997.

Office memorandum

SUBJECT : EXTENSION OF PRINCIPLE OF SENIORITY-CUM-MERIT' CRITERIA FOR PROMOTION TO GROUP B & C POSTS THROUGH DEPARTMENTAL PROMOTION COMMITTEE.

The undersigned is directed to say that in pursuance of the Executive Council's Resolution No.91:96:6:6(vii), the Vice Chancellor, NEHU, Shillong is pleased to order that the existing criteria for promotion to Group B & C posts based on the Seniority-cum-Fitness as provided in the Interim Promotion/Recruitment Rules of the Non-Teaching Staff will stand modified and henceforth, the criteria for promotion to Group B & C posts will be determined on the basis of 'SENIORITY-CUM-MERIT' by the Departmental Promotion Committee.

2. This order shall take effect from the date of issue of this Office Memorandum and will apply to vacant promotional posts prospectively.

3. Formal amendments to the revised Interim Promotion/Recruitment Rules of the Non-Teaching Staff will be issued in due course.

Sd/-L.Marbaniang,
Deputy Registrar, Estt.I/CRC.

- Copy to:- 1. P.S. to the V.C., NEHU, Shillong.
2. S.P.A. to OSD, NEHU, Shillong. 3. All Deans/Heads of the Deptts, NEHU Shillong for favour of circulation in the Department.
4. The Controller of Examination/Librarian/Technical Consultant, NEHU, Shillong for favour of circulation in the Department,
5. The D/Rs/ARs/SOs, NEHU, Shillong for favour of circulation in the Deptts. 6. The Gen. Secretary, NEHUNSA for information.
7. Guard File.

Annexure-B

EXTRACT OF THE EC'S RESOLUTION ADOPTED AT THE 8TH EMERGENT E.C.
MEETING HELD ON 8.5.98:

ITEM NO. 6: Administrative matters

6.6 - Service Conditions/Financial and other benefits.

- (i) Pay revision of employees of Central Universities, etc. pursuant to the recommendations of the Fifth Central Pay Commission.

E;EC;8:98:6:6(i): The Council RESOLVED to adopt the revised scales of pay approved by the University Grants Commission for the Non-Teaching employees of the University belonging to Group B, C & D categories with effect from 1.1.96 alongwith all service conditions notified by the Government of India in pursuance of the Fifth Pay Commission's recommendations.

7. RESOLVED to accept the UGC's instructions contained in para 7 of its letter No. F.31-3/97(CU) dt. 10.4.98 to (i) amend/Frame the Acts, Statutes, Ordinances, etc on the appointment and emoluments of employees and their service conditions. (ii) modify the Recruitment Rules and Promotion Rules to make them at par with those of the Government of India.

AN EXTRACT FROM CHAPTER 53, 'PROMOTION', PART - IV, CLAUSE 6.3.1
OF SWAMY'S COMPLETE MANUAL ON ESTABLISHMENT AND ADMINISTRATION.

SELECTION-CUM-SENIORITY AND SELECTION BY MERIT

- i) Having regard to the levels of the posts to which promotions are to be made, the nature and importance of duties attached to the posts, a benchmark grade would be determined for each category of posts.
For all Group 'C', Group 'B' and Group 'A' posts (upto and excluding the level of Rs.3,700-5000) the benchmark would be 'Good' and will be filled by the method of Selection-cum-Seniority as indicated in sub-para (iii).
- ii) In respect of the posts which are in the levels of Rs.3700-5000 and above, the benchmark grade should be 'Very Good' and will be filled by the method of Selection by Merit as indicated in sub-para (iv).
- iii) Each Departmental Promotion Committee while considering the suitability of Officers for promotion to posts for which the benchmark has been determined as 'Good' would grade the Officers 'Good', 'Average' and 'Unfit' only. Only those Officers who obtain the grading 'Good' will be included in the panel in the Order of Seniority in the lower grade subject to availability of vacancies.

SELECTION BY MERIT.

- v) In respect of services/posts for which the benchmark has been determined to be 'Very Good', each DPC would grade the Officers as 'Outstanding', 'Very Good', 'Good', 'Average' and 'Unfit' as the case may be. However, only those Officers who are graded as 'Very Good' and above will be included in the select panel, by placing the officers graded as 'Outstanding', on top followed by those graded as 'Very Good' subject to availability of vacancies, with the officers with the same grading maintaining their inter-seniority in the feeder grade.
- vi) Appointments from the panel shall be made in the order of names appearing in the panel for promotion.
- vii) Where sufficient number of officers with the required benchmark grade are not available within the zone of consideration, officers with the required benchmark will be placed on the panel and for the unfilled vacancies the appointing authority should hold a fresh DPC by considering the required number of officers beyond the original zone of consideration.

6:6- Service condition / Financial and other Benefits.

- (i) Principle of fixation of Pay on promotion while drawing a pay in a scale of pay granted under one Upward Movement in the lower post.

EC:103:99:6:6: (i): The Council considered the principle of fixation of pay on promotion while drawing a pay in a scale of pay granted under the 'one Upward Movement' in the lower post and RESOLVED that the pay fixation in the higher post may be made taking into consideration the pay drawn in the higher scale of the lower post subject to executing an Undertaking that the excess salary if any may be refunded back in case of any decision of the UGC stating otherwise.

- (ii) Raising the retirement age from 60 years to 62 years in respect of Officer Group 'A'.

EC:103:99:6:6:(ii): This item was taken along with Item No.3:(xiii).

- (iii) Transport Allowance.

EC:103:99:6:6: (iii): The Council considered the matter and RESOLVED to discontinue with immediate effect the present 'Pass System' for all employees of NEHU.

- (iv) Replacement of Selection-cum-Seniority in lieu of Selection-cum-Merit.

EC:103:99:6:6: (iv): The Council considered the replacement of the Selection cum-Seniority criteria in place of Selection cum-Merit for the purpose of promotion of Group 'B' and 'C' employees and RESOLVED that the matter be referred to a Committee consisting of the following who shall report to the Chairman of the Council for a decision.

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| 1. Prof. JP Singh | Chairman |
| 2. Prof. SS Khare | Member |
| 3. Dr. A. Patton | -do- |

- (v) On terms and conditions of the services of the Vice -Chancellor.

(For this item Prof. B. Pakem left the Chair and Prof. RL Tluanga