

6:6:6(1)

- (vi) Recommendation of the Advisory Committee in Cadre Management, regarding upgradation/retionalisation of pay scales etc.

In pursuance of the E.C. Resolution No.EC:94:97:6:6 (iii) which resolved to refer the issues pertaining to Store Keepr, Asstt. Press Manager & fitment cases to the Advisory Committee on Cadre Management, the Committee in its meeting held on 2.12.97 after examining each of the aforesaid cases has recommended its suggestion as stated in the minutes at annexure 'A'.

The Matter is placed before the E.C. for consideration.

U.O.N .F.2-6/CRC/97-121 Dated Shillong, the 8th Dec., 1997.

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MINUTES OF THE MEETING OF ADVISORY COMMITTEE ON CADRE MANAGEMENT HELD ON 02-12-97 IN THE CONFERENCE ROOM, ADMINISTRATIVE OFFICE BUILDING.

Members present:-

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| 1) Prof. (Mrs.) K.S.Lyngdoh, P.V.C.
Headquarters | : | Chairperson |
| 2) Prof. R. Lalthanthuanga, P.V.C.,
Mizoram Campus | : | Member |
| 3) Prof. R.R.Mishra, Botany Deptt. | : | Member |
| 4) Shri P.S.Rynjah, Registrar, NEHU | : | Member |
| 5) Shri L. Nampui, Finance Officer | : | Member |
| 6) Shri PKD. Purkavastha, A.R.(Planning) | : | Member |
| 7) Shri L. Marbaniang, D.R.(Estt-I) | : | Member-Secretary |

In pursuance of the E.C.'s recommendation in its Resolution No. EC:94:97:6:6:(iii), the Advisory Committee on Cadre Management examined the issues relating to upgradation of Pay Scale of Store-keepers and Rationalisation of Pay Scale of Assistant Press Manager.

The Committee also discussed the cases pertaining to Fitment of Pay Scales in respect of Attendant (Press), Dresser and extension of One-upward scale to the Sr. Technical Assistants.

The Advisory Committee on Cadre Management after a thread-bare discussion and deliberation with reference to the available facts and materials made the following recommendations:-

1. Upgradation of Pay Scale of Store-keeper

(a) The Store-keepers may be allowed upgradation of pay scales with effect from 1-1-1986 with full payment of arrears since the same consequential benefit have been extended to different categories of employees w.e.f. 1-1-1986.

(b) The existing Store-keepers who are Matriculate and Under-graduate on acquiring of higher qualification at the under-graduate and graduate level may be paid one advance increment in the case of former and two advance increment in the case of latter instead of granting higher pay scales. This incentive will cease when the Promotion/Recruitment Rules in respect of Store-keeper is finalised.

The effective date for granting the said advance increments will be from the date of approval of this recommendation by the E.C.

(c) As regard the Store-keepers who have been granted the higher pay scale in acquiring of higher qualification, the matter may be referred to the Committee with full facts and justifications necessitating extension of the aforesaid benefits.

2. Rationalisation of pay scale of Asstt. Press Manager

The U.G.C's directives for ratification of pay scale of Asstt. Press Manager in the pay scale of Rs 700-1600/- (pre-revised) is very specific to such Asstt. Press Manager who were appointed in the pre-revised scale of Rs 650-1200/-. Since the Asstt. Press Manager in NEU was not initially appointed in pre-revised scale of Rs 650-1200/- therefore, the case of rationalisation in the pay scale of Rs 700-1600/- is not tenable and therefore, the order conveying the rationalisation may be cancelled.

3. Fitment of Pay Scale

(a) The core pay scale of Rs 750-940/- (pre-revised) is applicable to posts falling under non-technical Group 'D' services.

Shri Mairo Kurbah was initially appointed as an Attendant (Press) and was placed in the pay scale of Rs 750-940/-.

The Committee noted that since the post of Attdt. (Press) is a technical post, therefore Shri Mairo Kurbah may be allowed Fitment in the appropriate core pay scale of Rs 800-1150/- as applicable to the technical posts under Group 'D' services with effect from 1-1-1986 or from the date of joining whichever is later.

(b) In the Medical services (MS), the appropriate core pay scale of Dresser is in the time scale of Rs 800-1150/-

Shri L. Sailo, Dresser, Health Clinic of Mizoram Campus was initially appointed in the pay scale of Rs 825-1200/- which is higher than the appropriate core pay scale of Rs 800-1150/-. Hence the question of fitment in the pay scale of Rs 950-1400/- as requested by the said official does not arise. Further, the higher pay scale of Rs 825-1200/- as granted may be treated as purely personal to the incumbent as done in the case of Dresser of Shillong Campus.

4. Grant of One-upward Movement to Sr. Technical Assistants

Some of the Central Universities viz. Delhi University, Banaras Hindu University and Aligarh Muslim University have allowed upward scale to their Sr. Technical Asstts. in the pay scale of Rs 2200-3000/- from their core pay scale of Rs 1640-2900/- by overlapping the core pay scale of Rs 2000-3500/-.

In NEHU, some of the Sr. Technical Assistants were granted upward scale in the pay scale of Rs 2000-3500/- from their core pay scale of Rs 1640-2900/- which was in conformity with UGC's directive.

Taking a cue from the independent approaches of the aforesaid Central Universities, the Sr. Technical Assistants have petitioned for extending the similar benefit in the pay scale of Rs 2200-4000/- instead of Rs 2000-3500/-.

The Committee noted that the said benefits extended by some of the Central Universities in granting One-upward scale by overlapping the next core pay scale is violative of the U.G.C.'s instructions.

Secondly, few central universities have taken independent decisions in improving the pay scales of their employees without obtaining any approval of the U.G.C. and if such precedents are allowed in the University, it may create various disparities and anomalies in the pay scales of non-teaching employees of all the central universities. It may also invite similar demand from the other categories of employees who may take the advantage of implementing other issues which have been effected irregularly in other central universities.

In consideration of the above and the fact that the U.G.C. has issued strict instruction not to implement improvisation in the pay scales of employees without obtaining the approval of the U.G.C., the Committee firmly opined that grant of one-upward movement in the pay scale of Rs 2200-4000/- as represented by the Sr. Technical Assistants may be regretted.

The Committee suggested that the above mentioned recommendation may be placed before the next E.C. for consideration.

The meeting ended with a Vote of Thanks.

sd/-

(Prof. (Mrs.) K.S.Lyngdoh)
Chairperson

sd/-

(L. Marbaniang)
Member- Secretary.

University and RESOLVED to condone the same and the posts be treated as personal to them.

1. Shri Amar Bahadur Thapa
2. Smti. Sita Chetri.

(v) Implementation of the Revised Pay Scales and allowances recommended by the 5th Central Pay Commission and accepted by the Govt. of India.

EC:95:97:6:6:(v): The Council considered the revised pay scale for the Group B,C, and D staff and RESOLVED that the matter be kept pending till the UGC issues the Notification. The Council further authorised the Chairman to convene an emergent meeting of the Council after receipt of the UGC's Notification.

(vi) Recommendation of the Advisory Committee in Cadre Management regarding up-gradation/ rationalisation of Pay Scales etc.

EC:95:97:6:6:(vi): The Council considered the recommendations of the Advisory Committee in Cadre Management and RESOLVED to approve the same.

(vii) Clarification sought by Dr. K.S. Singh on the age bar up to 65 years, not mentioned in the Ordinance on the Rajiv Gandhi Chair, appointment as "Rajiv Gandhi" Professor offered -regarding.

EC:95:97: 6:6:(vii): The Council considered the clarification sought by Dr.K.S.Singh and RESOLVED to inform him and clarify that the offer of appointment is only up to his attaining the age of 65 years or up to March 2000 A.D. as per Clause 7(i) of Ordinance 7 read with Statute 21 (i).

(viii) Promotion of Assistant Registrars and Deputy Registrars in the university.

EC:95:97:6:6:(viii): The Council considered the recommendation of the Committee appointed by it to look into the promotion quota of Assistant and Deputy Registrars and RESOLVED to approve the same.