

DR. Conference.

AGENDA PAPERS FOR THE SEVENTIETH MEETING OF THE EXECUTIVE COUNCIL

PART-II

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~~604~~ - Discipline -

(i) NORTH EASTERN HILL UNIVERSITY
LOWER SOUMTH
SHILLONG

(i) DISCIPLINARY CASES AGAINST
SHRI G.L. SHARMA, ASSISTANT ENGINEER
AND
SHRI H. NONGKYNRIH, SECTION OFFICER.

Shri G. L. Sharma, Assistant Engineer and Shri H. Nongkynrih, Section Officer of Campus Development Department were placed under suspension vide Order No. NEHU/VEF-22-1/85 (Vol. II)-10709 and 10710 dated 1.4.1987 respectively, in pursuance of the Executive Council's decision vide resolution No. EC:55:87:08 (i) and in accordance with the provisions of statute 4(4) (a) of the NEHU Act, 1973.

The Departmental Inquiry, conducted by Dr. J.B. Bhattacharjee, came to an end and the proceedings were submitted on 11.1.1990. As per the findings of the inquiry, both the delinquent officials, viz. Shri G. L. Sharma and Shri H. Nongkynrih, were not found guilty of the charges. The proceedings of the inquiry were duly examined and put up to the Vice-Chancellor and the officials were reinstated in service with effect from 8.2.1990 treating the entire period as on duty.

Since, the officials were placed under suspension in pursuance of the E.C. resolution, the action and final decision taken by the Disciplinary authority in these cases, is now therefore, put up for the information of Executive Council.

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- (xiv) Deputation of Prof.P.K.Misra to ICCR, as Visiting xxxxxx Professor at the University of West Indies, Trinidad.

Prof.P.K.Misra, Deptt. of Anthropology, has been invited by the Indian Council for Cultural Relations for appointment as Visiting Professor at the University of W.Indies, St. Augustine Campus, Trinidad.

The appointment is on deputation on foreign service terms and conditions for a period of two years with effect from the date of his release from the University(NEHU),.

The Vice-Chancellor approved the ~~xxxxxxx~~ deputation and Prof.P.K.Misra was released from the University with effect from Sept.15,1990.

The matter is reported to the Council for ratification.

- (xv) Release of Dr Mubarak Hussain to join as Assistant Professor in Chemistry North-Eastern Regional Institute of Science and Technology, Itanagar Arunachal Pradesh.

Dr. Mubarak Hussain, Lecturer in Chemistry Department, Pachhunga University College joined the College on 9/9/85 and was confirmed against the post of Lecturer with effect from 9/9/85. Dr. Hussain had applied for the post of Assistant Professor in Chemistry department, North-Eastern Regional Institute of Science and Technology and his application was forwarded through proper channel.

On his selection for appointment to the said post in North-Eastern Regional Institute of Science and Technology the Vice-Chancellor has agreed to release Dr. Hussain from the University with effect from 16/12/90 for a period of one year on Extra Ordinary Leave.

The matter is placed before the Council for ratification.

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Item NO. 4

Deferred Item

A G E N D A

Subject : Payment of House Rent Allowance to employees (teaching/non-teaching) of the University.

The Executive Council vide Resolution E.C:68: 90: 90: 04(i) adopted in the 68th Meeting held on 30.03.90 has decided that the House Rent Allowance is to be paid to the employees of the University as per the decision of the Government of India and at par with the Central Government employees of equivalent grades. Payment of House Rent Allowance as per recommendation of the Fourth Pay Commission took effect from 1.1.86 and the employees of this University was paid accordingly. ~~1.10.86~~ 1.4.86

Secondly in the matter of payment of Licence fee by the employees who are provided with quarter the Executive Council also decided that they are to pay as per the decision of the Govt. of India. It may be mentioned that the Government of India in the Ministry of Urban Development (Directorate of Estates) vide letter No. 12035 (1)/85 Vol-II & III dated 7.8.87 has prescribed the new rate for payment of Licence fee and the said rate takes effect from 1.7.87.

The matter had been deferred by the 69th Executive Council Meeting held on 28.6.90 vide Resolution No. E.C.: 69: 90: 6: 06(vi).

It is now put up for reconsideration of the Executive Council as to whether payment of Licence fee by the University employees will take effect from the above mentioned date 1.7.87 or from the date the E.C. took the decision i.e. 30.3.90 as normally done in other cases.

No. 12035(1)/85-Vol. II(Vol. III(i))

GOVERNMENT OF INDIA
Ministry of Urban Development
(Directorate of Estate)

.....
New Delhi, the 17th August, '87.

OFFICE MEMORANDUM

Sub : Fixation of flat rate of licence fee for residential accommodation under Central Government of all over the country-Recommendation of the Fourth Pay Commission.

.....
In para 14.32 of the Report of the Fourth Pay Commission (Part-I) the Commission has made the following recommendations relating to charging of licence fee for Government accommodation allotted to employees :-

"Under the existing rules, the rent for Government accommodation other than hostel accommodation is recovered at 10% of emoluments (basic pay plus dearness pay upto 320 points @ 1 I) or standard rent of the house, whichever is less. In the case of employees in respect of pay below Rs.300/-, the recovery is made at 7½% of emoluments or standard rent whichever is less. Thus considerable accounting work is required for calculating rent in each case. This also leads to disparities in recovery of rent among comparable employees in occupation of the same type of accommodation in different stations, and in different localities at the same station. We are of the view that rent for the Government accommodation should be recovered at a flat rate with reference to the type of accommodation allotted to the employees and the rate should be uniformly applicable throughout India. This will not only dispense with avoidable accounting work but will also bring about uniformity in rent recovery from the employees for the same type of accommodation in all places. We recommend that Government may examine the matter and take a decision.

2. The matter relating to fixation of flat rate of licence fee for government accommodation has been considered by Government and the recommendation of the Fourth Pay Commission for fixation of flat rate of licence fee for residential accommodation all over the country has been accepted. The relevant provisions of the Fundamental Rules and the Supplementary Rules have also been amended for the purpose of fixation/recovery of flat rate of licence fee and for its revision every three years. Copies of the notification published in the Gazette of India amending FR-45 and SR-324 are enclosed (Annexure I & II).

3. In terms of GFR-45-A-IV(c) (ii), it has been decided by the Central Government to prescribe flat rates of licence fee for the residential accommodation available in general pool and also under various Ministries/Departments of Government of India all over the country (except in respect of sub-standard/unclassified accommodation of Ministry of Defence accommodation for service personnel/Officers of Ministry of Defence and accommodation under the control of the Ministry of Railways). The flat rate of licence fee for different types of accommodation fixed by Government is indicated in the statement attached with this O.M. (Annexure-III). The formula for calculating the living area of the accommodation is indicated in Annexure-IV. For common services/conservaney and for fire tax and scavenging tax payable for residences, no additional charges are to be recovered. The flat rate of licence fee is to be recovered with effect from 01 07 1987 i.e., from the salary for the month of July, 1987. This is in partial modification of the date of effect communicated in this Ministry's Confidential O.M. of even number dated the 1st June, 1987.

4. It has also been decided that no additions/alterations of structural character may be carried out in residences at the request of the allottees, such additions/alterations. If considered necessary, may be carried out in all similar residences in a standardised manner and no additional licence fee or charges may be recovered from the allottees for such additions/alterations.

5. Normally, Water and electricity charges are payable by the allottees to the local bodies. Where, however, such charges cannot be recovered from the allottees due to non-availability of separate motors, etc., this will continue to be recovered by the Govt. from the allottees. Similarly charges on account of issue of furniture, electrical appliances air-conditioning appliances, etc., would also be recovered from the allottees, if issued.

6. The living area of the quarters indicated in Annexure-III has been assessed on the basis of the living area of the bulk of general pool quarters, as these quarters have been constructed over a long period of time. However, there may be cases, where the living area of the quarters may be slightly less than the minimum specified or the relevant type or slightly more than the maximum specified. In such cases, licence fee may be recovered on the basis of the classification of the types of accommodation and based on the lowest or highest rates depending on the lower living area or higher living area of the quarter and in such cases, the licence fee may be fixed on a provisional basis and such anomalies brought to the notice of the Directorate of Estates indicating the type of accommodation, plinth area, living area, year of construction and number of rooms available, etc so that such cases can be considered and decision taken.

It is requested that immediate action may please be taken to recover licence fee in accordance with those orders in respect of accommodation under the control of various Ministries/Departments all over the country.

(Hindi version will follow).

Sd/-

(I. Chaudhuri)

Joint Secretary to the Govt. of India.

ANNEXURE IV

YARDSTICK FOR DETERMINATION OF LIVING AREA

Main Building

- | | | |
|----|---|--------------------------------------|
| a) | Rooms, Kitchen, Bath, latrine, Store and enclosed verandah. | 100% of the floor area. |
| b) | Verandah, Corridors and Barsati. | 25% of the floor area. |
| c) | Porch | $12\frac{1}{2}$ % of the floor area. |
| d) | Court-Yard pucca | 5% of the floor area. |

OUT-HOUSES

- | | | |
|----|-----------|--------------------------------------|
| a) | Rooms | 25% of the floor area. |
| b) | Verandahs | $12\frac{1}{2}$ % of the floor area. |
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ANNEXURE I

Gazette of India, Extraordinary Part-II Sub-section (1)
of Section 3 dated 1.7.1987.

Government of India
Ministry of Urban Development
(Finance Division)

New Delhi, the 30th June, 87

NOTIFICATION

GSR. No. 623(E) In exercise of powers conferred by the proviso to article 309 and clause (b) of article 148 of the Constitution, the President, after consultation with the Comptroller and Auditor General of India in relation to persons serving in the Indian Audit and Accounts Department, hereby makes the following rules further to amend the Fundamental rules, namely :

1. 1) These rules may be called the Fundamental (Amendment) Rules, 1987.

2) They shall come into force on the 1st day of July, 1987.

2. In the Fundamental Rules, in clause IV of Rule 45, in Sub-clause (c), item (ii) shall be re-numbered, the following item shall be inserted :

ii) Prescribe flat rate of monthly licence fee applicable through out the country based on the cost of construction and plinth area living area of the type of accommodation allotted to the employees subject to the condition that the amount taken from any officer. Shall not exceed 10 per cent of his monthly emoluments.

Sd/-(Arjan Dev)

Under Secretary to the Govt. of India
(F.No.11(7)/W&E/86)

Note :- (Earlier amendments were made upon the following notifications).

1. No. 8(17)/61-Estates dated 4.6.61
2. No. 5(9)/63-Estates dated 4.6.63
3. No. 5(13)/62-Estates dated 5.7.63
4. No. 11(51)/68-W&E dated 4.10.79 GSR 2453 dated 25.10.69

Gazette of India, Extraordinary, Part-II, Sub-section
(1) of Section 3 dated 1.7.87.

Government of India
Ministry of Urban Development
(Finance Division)

New Delhi, the 30th June, 1987

NOTIFICATION

GSR. No. 624(E). In exercise of the powers conferred by the proviso to article 309 and clause (5) of article 148 of the Constitution, read with FR. 45 of the Fundamental Rules, the President, after consultation with the Comptroller and Auditor General of India in relation to persons serving in the Indian Audit and Accounts Department, hereby makes the following rules further to amend the Fundamental Rules, namely :-

1. 1) These rules may be called the Supplementary (+ Amendment) Rules, 1987.
- 2) They shall come into force on the 1st day of July, 1987.
2. In Supplementary rules, in SR 324 after Sub-rule(3) the following sub-rule shall be inserted, namely :-

(4) Notwithstanding anything contained in sub-rules (1) and (2), the flat rate of licence fee prescribed under FR 45-A-IV(c)(ii) for residences shall be recalculated on the expiry of three years from the date of the last calculation and the re-calculation shall take effect from 1st July next following, or from such other date as the President may direct".

Sd/-(ARKIAN DEV)

Under Secretary to Govt. of India
(F.No. 11(7)/W&E/86).

Statement indicating the formula for fixation of flat rate of licence fee for different types of accommodation.

Type of accommodation.	Range of living area. (in Sq. ft.)	Flat rate licence fee uniformly applicable through out the country.	Remarks
(1)	(2)	(3)	(4)
A.	Upto 30	10	Quarter sharing toilet facilities meant for more than two quarters.
A.	Upto 30	15	Quarter sharing toilet facilities meant for two quarters.
A.	Upto 30	25	Old quarters with plinth area less than 300 Sq. ft.
A.	Upto 30	35	Quarters with Plinth area of 300 Sq. Ft. and more.
B.	26.5	35	Crash Programme type-B quarters with plinth area of 350 Sq.Ft. reclassified as type - A.
B.	31 to 40	60	
B.	41 to 50	75	
C.	34.5	60	Crash programme type-C Qr. with plinth area of 425 Sq.Ft. reclassified as type B.
C.	44 to 55	85	
C.	56 to 65	105	
D	59 to 75	115	
D	76 to 91.5	145	
E.	Upto 106	185	
E.	Beyond 106	210	
E.I	Upto 159.5	260	
E.I	Beyond 159.5	300	
E.II	189.5 to 224.5	350	
E.III	243 to 350	500	
E.III	350.5 to 522	600	

6:1 - Selection Committee

- (i) Recommendation of the Selection Committee for appointment of Lecturers and withdrawal thereof.

The Executive Council in its 69th meeting held on June 28, 1990 vide resolution No:EC:69:90:6:01(ii) RESOLVED to approve the appointments of Lecturers for various Departments and Pachhunga University College. Offer of appointments letters were issued accordingly to all the Selected Candidates on July 12th, 1990.

However on the orders of the Vice-Chancellor the offer of appointments for Lecturership were all withheld and intimated to the candidates concerned.

It may be pointed that one/two candidates selected for Lecturership have joined the concerned Departments, formal appointment orders could not be issued till date in view of Vice-Chancellor's order above, except one Lecturer posted in Political Science Department whose appointment order was issued before the decision to withhold the appointment was taken. /

A statement of the Lecturers selected and those who have responded/already joined are as per Annexure 'A'.

The matter is place before the Council for consideration.

6:1:1:(2)

ANNEXURE-'A'

NAME OF CANDIDATE OFFER LECTURER'S POST	WHETHER REPLY RECEIVED OR NOT	WHETHER JOINED OR NOT	WHETHER NEHU HAS REPLY OR NOT TO THEIR RESPONSE	DEPARTMENTS
1. Dr.Dhrupad Choudhury	X	Joined	X	Academic Staff College.
2. Dr. N.Venugopal	Yes	No	V.C's replied	Botany
3. Shri A.K. Acharya	Yes	No	Yes	Political Science
4. Sh. P.K.Debbarma	Yes	Joined	Joined (Appointment orders issued).	Political Science
5. Dr.Ravindra Nath Rai	Yes	Joined	Yes	Psychology (PUC)
6. M.Zirsanglian Khiangte	-	Joined	X	Economics (PUC)
7. A.K.Gupta	-	Joined	X	Chemistry (PUC)
8. A.S.Dixit	-	Joined	X	Zoology (PUC)
9. V.Srinivas	Yes	No	Yes	Mathematics (PUC)
10. Mrs.Papiya Ramanujan	Yes	No	Yes	Botany (PUC)
11. Dr. S.M.Singh	No	No	X	Mathematics (\$) Leave vacancy.

Chemistry

- (xxiv) Confirmation of service of Dr.N.K.
Chrungoo, Lecturer, Deptt. of Botany.

Dr.N.K.Chrungoo joined as Lecturer, Department of Botany with effect from July 4, 1988(FN) on a period of probation of two years. He has completed the probation period on July 14, 1990 and his services are due to be confirmed in the University.

The Head of the Department has recommended that the performance of Dr.Chrungoo has been satisfactory and he may be confirmed as Lecturer. The Teacher has submitted the Self-Expression forms which will be tabled by the Chair.

The matter is placed before the Council for consideration.

(xxv) Confirmation of service in respect of
Dr. Surendra Singh, Reader, Geography
Deptt., NEHU, Shillong.

Dr. Surendra Singh joined the University with effect from 29.8.89 as Reader in the Deptt. of Geography on a probation period of one year. He has completed his probation on 29.10.90 and is now due for confirmation. The Head of the Deptt. has recommended that he be confirmed against the post of Reader with effect from the date of joining, i.e. 29.10.89.

The Self Expression Form submitted by him will be tabled by the Chair.

The matter is placed before the Executive Council for consideration.

(xxvi) Termination of lien in NEHU of
Dr. Solomon Gabriel, Professor
at Pondicherry University.

Dr. Solomon Gabriel, Professor, Political Science
was granted Extra-Ordinary Leave for a period of 1(one) year
with effect from 1.11.88 to enable him to join his new assignment
as Professor at Pondicherry University which had expired
on 31.10.89.

The matter relating to the Confirmation/absorption
of Dr. Gabriel was under consideration of the University
of Pondicherry and recently an Order dated 16.10.90 was
received from Pondicherry University confirming Dr. Gabriel
in his grade with effect from 1.11.88(FN) i.e. the date of
his appointment at Pondicherry University and release on
Extra-Ordinary leave from NEHU.

The matter is placed before the Executive Council
for consideration of termination of his lien in NEHU with
effect from 1.11.88(FN) and also for transfer of his Provident
Fund/Gratuity etc, if any, when the same are requested by
the Pondicherry University.

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- (iv) Constitution of Selection Committee for placement in the Lecturer Sr. Scale/Selection Grade.

The Executive Council vide resolution No:EC:64:88:6:06(iv) and No:EC:67:89:6:06(v) RESOLVED that the Selection Committee will be as under

1. Vice-Chancellor - Chairman
2. Dean of Schools concerned.
3. Heads of the Department concerned.
4. Not more than three(3) Professor of the Departments concerned.

The Council decided that the Self-Assessment report should be sent to External Experts and RESOLVED accordingly vide resolution No:EC:67:89:6:06(v) dated 15th/16th Sept.1989

The UGC vide D.O.No.F.1-6/90(P.s cell dt.29.1.90) has prescribed the Guidelines for placement of Lecturer in the Senior Scale/Selection Grade as under :- (Guidelines placed below Annexure-'A')

1) Lecturer(Sr. Scale) - All Lecturers in the existing scale of Rs.700-1600/- who have completed 8(eight) years of service on 1.1.86 will be placed through a process of screening/selection based on regular and systematic appraisal of performances and other mechanism prescribed by the University concerned in the scale of Rs.3000-5000/-.

2) Lecturer(Selection Grade) - Promotion to the post of Lecturer(Selection Grade/Reader) will be through a process of Selection Committee to be set up under the Statutes/Ordinances of the University concerned or other similar Committees set up by the appointing authorities.

As the University is already having its own Statutes/Ordinances regarding constitution of the Selection Committees for appointment of Professors, Readers, Lecturers the matter is placed before the Council to consider whether there should be a separate Selection Committee as approved by the Academic Council and Executive Council.

Further the Self-appraisal format for use in the Career Advancement Scheme is proposed to be used in the case of placement in the Lecturer, Jr. Scale/Selection Grade.

The matter is placed before the Council for consideration.

(December 18, 1989)

ANNEXURE-'A'

UNIVERSITY GRANTS COMMISSION
 BAHADUR SHAH ZAFAR MARG
 NEW DELHI

* GUIDELINES FOR CAREER ADVANCEMENT OF LECTURERS IN
 UNIVERSITIES/COLLEGES

I. Lecturer (Senior Scale)

Every lecturer in the scale of pay of Rs.2200-4000 will be placed in the senior scale of Rs.3000-5000 if he/she has :

- (a) completed 8 years of service after regular appointment; (see note (i) and (ii) at the end).
- (b) participated in two Refresher Courses/Summer Institutes each of approximately 4 weeks' duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC, and (see note (iii) at the end).
- (c) consistently satisfactory performance appraisal reports.

Note : All lecturers in the existing scale of Rs.700-1600 who have completed 8 years of service on 1.1.1986, will be placed through a process of screening/selection based on regular and systematic appraisal of performance and other mechanism prescribed by the university concerned, in the scale of Rs.3000-5000.

II. Lecturer (Selection Grade)/Reader

1. Every lecturer in the Senior scale of Rs.3000-5000 will be eligible for promotion to the post of lecturer (selection grade)/Reader in the scale of pay of Rs.3700-5700 if he/she has:

- (a) completed 8 years of service in the senior scale provided that the requirement of 8 years will be relaxed if the total service of the lecturer is not less than 16 years; (see note (i) and (ii) at the end);
- (b) obtained a Ph.D. degree, or an equivalent published work;
- (c) made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publications, contribution to educational renovation, design of new courses and curricula, etc.;

*These guidelines are in accordance with Government of India notifications F.1-21/87-U.I dated 17th June, 1987/22nd July, 1988 with particular reference to Paras 13-17 of the second notification.

- (d) participated in two Refresher Courses/Summer Institutes each of approximately 4 weeks' duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC after placement in the Senior Scale; and (see note (iii) at the end)
- (e) consistently good performance appraisal reports.
2. Promotion to the post of lecturer (Selection Grade)/Reader will be through a process of selection by a Selection Committee to be set up under the Statutes/Ordinances of the university concerned or other similar committees set up by the appointing authorities. Posts will stand created for this purpose by upgrading a corresponding number of posts of lecturers in the universities and colleges.
 3. Those lecturers in the Senior Scale who do not have a Ph.D. Degree or equivalent published work and who do not meet the scholarship and research standards of a Reader but fulfil the other criteria mentioned in para 1 and have a good record in teaching and/or participation in extension activities, will be placed in the grade of Rs.3700-5700 subject to the recommendations of the Committee mentioned in para 2. They will be designated as Lecturers in the Selection Grade. Posts in the Selection Grade will be created for this purpose by upgrading the posts held by them. They could offer themselves for a fresh assessment after obtaining a Ph.D. degree and/or fulfilling other requirements for promotion as Reader, and if found suitable, could be given the designation of Reader.

Note: (i) Lecturers in the existing Selection Grade (pre-revised) of Rs.1200-1900 in the colleges will be placed at the appropriate stage in revised selection grade of Rs.3700-5700 in accordance with fixation formula under this scheme. Existing Lecturers of (pre-revised) Rs.700-1600, who have completed or will complete a total period of 16 years of service on 1.1.1986 or thereafter will be eligible for promotion to the post of Reader or placement in the Selection Grade in accordance with the provisions in paras 1, 2 and 3 of II.

(ii) Lecturers (pre-revised Rs.700-1600 or revised Rs.2200-4000) for promotion to Lecturer (Senior Scale) (Rs.3000-5000) and/or Lecturer (Selection Grade) Rs.3700-5700 will also be entitled to the relaxation in the years of service by 3 years and 1 year respectively, if they hold Ph.D. or M.Phil. degree.

(iii) The lecturers who were in service before 1.1.1986 and who are eligible for placement in the senior scale/selection grade in accordance with the above provisions, may be placed accordingly by relaxing provisions under I(b) and II(d) above ensuring that such lecturers participate in the refresher courses latest by December, 1991. This relaxation will not be allowed to the lecturers appointed on and after 1.1.1986.

- (v) Implementation of CPF/GPF Rules of the Government of India.

The Executive Council in its resolution No:EC:61:88:5:01(i) resolved that pensionary benefits, as may be decided by the Govt. of India from time to time, may be made applicable automatically to the employees of the University without awaiting formal amendment of the rules. In pursuance of Executive Council resolution the Government of India's order No.F.5-11/85 Desk(U) dt.11.9.86 was made applicable to the employees of this University with effect from 11.9.86 as circulated in Admn,Order No.F.97-13/Estt.I/88-5074 dt.15.9.88.

2) Recently, the Government of India Ministry of Human Resources has forwarded the Government of India Department of Pension and Pensionaries O.M.No.4/1/87-PIC-1 dt.1.5.87(Copy enclosed).Under this order,C.P.F.beneficiaries who had been in service on 1.1.86 and still were in service on the date of issue of the O.M. were automatically brought to G.P.F. Cum pension scheme unless anyone opted in favour of C.P.F. Under Para 3:3 options were to be exercised within a period of 5 months i.e. within 30.9.87.Para 3:4 provides that the C.P.F. beneficiaries who were in service on 1.1.86 but either retired or died on the date of issue of the Government of India orders would also get the benefit of the G.P.F. Cum Pension Scheme unless the retired persons/widow/widowers or the eldest surviving member opts in favour of C.P.F.

3)The Executive Council in its resolution No.67:89:5:01(iii) resolved that Central Government G.P.F and C.P.F. Rules would be followed by NEHU in respect of its subscribers with effect from 11.9.86.

4) In view of the above,the Government of India orders O.M. dt.1.5.87 received in this office on 26.7.90 is required to be followed by NEHU mutatis mutandis by allowing 5 months time from the date of issue of office circular to opt whether C.P.F. subscribers would continue to remain in C.P.F. Scheme.If no option is received all the C.P.F. subscribers would come over to the G.P.F. Cum Pension Scheme of the University. As per E.C's resolutions referred to above the University had given effect to G.P.F & C.P.F. Schemes and Pension Scheme of the Government of India in place of CURB Rules(Central University Retirement Benefit Rules)with effect from 11.9.86.Hence cut off

date for the purpose of present order in so far as these relate to persons retired/died may be taken as 11.9.86 and not 1.1.86 because if 1.1.86 is taken, then pension cases in respect C.P.F. beneficiaries will have to be revised from 1.1.86 to 10.9.86 and option to those who retired/died from 1.1.86 to 10.9.86 will have to be re-opened. Hence cut off date of 11th September 1986 may be accepted. Regarding those C.P.F. beneficiaries who are in service, these orders may be made applicable to NEHU employees who are in service on the date of E.C. resolution.

Employees who will join the University service, after the aforesaid date, will automatically come under G.P.F. Cum Pension Scheme and no option for C.P.F. will be available to them.

To implement the above proposal, an office order will have to be issued after the E.C. resolves to adopt the Government of India O.M. dt.1.5.87. In this proposed circular, we will have to prescribe some relevant dates different from those contained in Govt. of India O.M. dt.1.5.87 as detailed below:-(i) Option to retain C.P.F. for those C.P.F. beneficiaries who are in service on the date of issue of our proposed circular i.e. current date (in place of 11.9.86).

(ii) To give the benefit to C.P.F. beneficiaries who either retired or died on or after 11.9.86 (in place of 1.1.86). In those cases option to have Pension in lieu of C.P.F. will be allowed to the Pensioners/widow or widowers etc.

(iii) The option should be exercised within a period of 5 months from the date of issue of the circular in place of 30.9.87.

The Vice-Chancellor has already recommended adoption of the Scheme enunciated in the Government of India Ministry of Personnel, Public Grievances and Pension O.M.No.4/1/87-PIC-1 dt.1.5.87 as regards change-over of the Central Government employees from the contributory Provident Fund Scheme to G.P.F. Cum Pension Scheme for submission to the E.C. for approval for its application to the employees of NEHU with changes as mentioned above.

The matter is placed before the Council for consideration.

- (vi) The terminal benefit and allowances of the Vice-Chancellor.

The terminal benefit and allowances of the Vice-Chancellor of NEHU are regulated in terms of provision of Statute 2(a) (4)(ii), substantive part of which provides as under

"The Vice-Chancellor shall be entitled to such terminal benefits and allowances as may be fixed by the Executive Council with the approval of the Visitor from time to time."

In accordance with this provision, the Executive Council in its 23rd meeting held on 10.10.80 resolved that the Vice-Chancellor may contribute to GPF of the University.

So long NEHU was following the CURB rules for determining the terminal benefits of its employees (GPF/CPF/Pension etc) and as such there was no visible differences between the employees and the Vice-Chancellor so far as contribution to GPF/CPF is concerned. The position, however, under-went substantial change with the issue of the Government of India letter No.F.5-11/85-Desk(U) dated September 11, 1986 suggesting that Central Universities might adopt an enabling clause to follow central government rules regarding GPF/CPF/Pension etc.

According to the Central Government Rules, the retired persons appointed to any post under the University for a period of two years or more is entitled to contribute to CPF and the employer's contribution is also payable in such cases. This will put the Vice-Chancellor at a much more disadvantageous position than other employees of NEHU. This position holds good only in respect of those officers who are re-employed as Vice-Chancellor after retirement from their regular services.

It is, therefore, proposed that the Executive Council may re-consider its resolution No. EC:23:80:14 adopted in its 23rd meeting held on 10.10.80.

The above item was placed before the 68th meeting of the Executive Council and the latter decided to await the Visitor's decision on the representation of Dr. R.K.Mishra. Dr. Mishra however clarified that his representation to the Visitor was not on this issue. As such the matter is placed again before the Council to re-consider its resolution No:EC:23:80:14 and to allow the Vice-Chancellors to contribute to CPF. This may be made effective from 11.9.86

(i) Item from Dr. Vijai Kumar, Reader in Mathematics.

Last year I had prepared a research paper on Mathematics in Hindi and I proposed to send it for publication in a journal called 'Vaigyanik' published from Bombay. The Editor wrote to me that he would be glad to publish the article. But there is only one Hindi typewriter in the Hindi Cell of the University. I requested the O.S.D. to grant me permission to use that yes, I could type myself on that typewriter. But I received the written reply from the O.S.D. saying that 'you cannot use the University machine for your private work.' I protest strongly to this attitude of the O.S.D. The Executive Council should decide immediately whether preparation and sending of articles and research papers to various journals will be considered 'private work' of the teachers. This issue is a very important one and unless it is decided properly, it will raise very far-reaching consequences. We as teachers are always employing the services of typists and stenographers in the departments for typing our articles and research papers. We are also using the photostat and zeroxing facilities provided by the University for taking their copies and all expenses on copying are borne by the University. If preparation of articles and research papers is considered 'private work' of the teachers, then that day is not very far, when some clerk or typist or stenographer in the University departments may refuse to do this work whenever any teacher requests him to type his article or paper etc.

It was in July or August 1989 when I received this reply from the O.S.D. and as a matter of fact, I should have put it in the E.C. meeting in September 1989 itself. But then I forgot this and I wanted to put it in March 1990, but at that time I was rather late and the Secretary of the E.C. did not put it in the E.C. and later on he lost it from the records. I have to add only this sentence that if he would have permitted me to use the machine last year, then my list of publications would certainly have increased at least by unity. I could also win a prize, because the journal called 'Vaigyanik' was organising a competition for prizes on articles and research papers in Science subjects written in Hindi.

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Item No.2

There is a rule in the University that if some teacher is detained during the winter vacation or the mid-semester break by his department due to official work, then the University credits his earned leave account for such detention at the rate of 1 day for every 3 days' detention, i.e., by $\frac{1}{3}$ rd day for every day's detention. Some of my colleagues have pointed out to me that there is a lacuna in this rule. They have said that if the teacher concerned is performing some administrative duties also, for example, if he is a Dean or Head of Department etc., or may be Pro-Vice-Chancellor or may be working at some similar post, then he should be given earned leave credit, not at the rate of $\frac{1}{3}$ rd day for every day, but at the rate of full one day for every day of detention. The rationale for this is that as an administrator he is supposed to be in the department for the whole day and he is forsaking his vacation. I totally agree with those of my colleagues who have pointed out this thing to me and I request the Executive Council to pass the necessary resolution giving effect to this change of rules.

Item No.3 ✓

There is a rule in the University that all teachers are encouraged to open Savings Bank and Current Accounts in banks of their choices and give their account numbers to the University, so that their monthly salaries can be sent directly to their bank accounts. Of course, there is no compulsion in this respect and if any teacher does not have any account, he can always take his salary cheque directly from the cash counter. But this rule does not cover post offices. The University does not recognise Post Office Savings Bank Accounts for the purpose of sending salaries direct to the post office of the choice of the teacher concerned. Now there are many advantages of Post Office Savings Bank Accounts as compared to Bank Accounts, namely, (1) higher interest rate. (5½% instead of 5%), (2) under the P.O.S.B. rules, 1981, the interest is totally tax-free u/s 10 without any limit, unlike the limit of Rs. 7000/-u/s 80L in the case of bank interest, and that

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too together with a host of other securities, and (3) free remittance facility of money from one post office to any other post office in the whole country by means of cheques. This facility is not there in any bank and banks charge their usual D/D exchange. Most of the teachers are in such condition that their marginal rates (higher rates) of tax are of the order of 40%. So once the annual total income of a teacher by way of interest exceeds Rs.7000/-, his bank interest at 5% will mean only 3% to him, while from the post office he can get 5½% tax-free, i.e., nearly double the interest. So the Executive Council must pass a resolution to this effect ordering that if any teacher wants his monthly salary and other payments, for example, T.A., medical reimbursements etc., to be made to his P.O.S.B. account, he can give his account number and the University will recognise it and send the money regularly to the post office of his choice. Of course, from the side of the post offices, there is no bar in this respect. Under the pay Roll Savings Scheme of the National Savings Organisation, such a rule clearly exists that the University can issue a consolidated cheque in favour of the Postmaster together with a schedule giving the names and account numbers of the concerned teachers and the post office will promptly credit the accounts of the teachers concerned.

Item No.4

This item is closely related to the previous item. The Executive Council should pass a resolution saying that if any teacher who has opted for pension scheme, wishes to get his monthly pension after retirement through his account in any post office any-where in our country, rather than through any branch of a commercial bank, the University will permit him to do so. For this purpose the University should open an account in the Shillong G.P.O so that every month the pensions of such teachers can be transferred to their P.O.S.B. accounts in the country free of charge. From the post office side, there is no bar in this matter and as written in Swami's handbook for Government servants, this is very much permitted.

Item No. 5

There is a rule in the University that after completing of 60 years of age no teacher can get extension in his service, although outside teachers can be appointed on contract basis after completing 60 years of age. Some of my colleagues have pointed out certain facts to me and they have requested me to place this matter in the Executive Council. They have pointed out that in other central universities, for example, Delhi University, Jawsharlal Nehru University, Kashi Hindu Vishwavidyalaya etc. at least 2 years' extension for superannuated teachers is almost automatic, provided the teacher desires so and the department agrees to it. After completing 62 years of age, another extension can be given, but that depends on the merits of each case. This is a very serious anomaly and the Executive Council should pass a resolution to this effect that the norms applicable in other central universities should also be made applicable to this University. In this matter I wish to point out some more facts also. Although there is a rule of no extension in this University, still this rule is not being rigidly followed and exceptions are being made at the sweet will of the administration. For example Prof. K.K. Gupta of Physics Department got extension in this University. There is a rule that no teacher more than 60 years of age can hold any administrative post, but Prof. Thapliyal served as Head of the Zoology Department after superannuation. My colleagues have told me that Prof. Haridwar Rai and another teacher in the Geography Department (I am forgetting his name) are/were serving after the age of 60 years. The name of Prof. R.K. Mishra can be mentioned who is serving even after attaining the age of 65 years. I have nothing to say against the individual teachers, but I want that there should be uniform rules in this matter and they should be made applicable to all without exception. At least 2 years' extension should be automatic on the will of the teacher concerned and further extension should be examined in each case on its merits. And no teacher should hold an administrative post after superannuation.

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Item No.6

Some teachers have told me that many years ago the U.G.C. visiting team to this University and it recommended in clear words that considering the special situation in the North-East (which warrants the payment of Special Duty Allowance also), the L.T.C. rules should be made liberal for teachers of this University. Instead of once in 2 years, L.T.C. to home city should be given once a year. Instead of once in 4 years, L.T.C. to any city in our country should be given once in 2 years. Many of my colleagues have told that several years ago when Dr. B.D.Sharma was the Vice-Chancellor, there was an advertisement in the newspapers regarding some faculty positions in this University. (Incidentally I have myself also seen that advertisement.) In that advertisement it was clearly written that the teachers of the University are entitled to annual L.T.C. and to any place in the country once in 2 years, apart from several other perks, for example, housing accommodation etc. But the correct situation even today is that the same old rules are being followed. It was a shame for the University to publish such a wrong and false advertisement. However, now it is high time that the University should amend the rules. The Executive Council should immediately today pass a resolution giving effect to the recommendations of the visiting committee of the U.G.C. so far as the L.T.C. rules are concerned. It should say that all teachers will get L.T.C. for home town once a year and to any place in our country once in 2 years.

Item No.7

The rules regarding payment of fare from Shillong to Guwahati and back on official journeys are not very clear, at least to me. I have talked informally to many of my colleagues in this respect and they have told different norms regarding these rules. Teachers of this University go to towns outside Shillong mainly in 3 capacities, namely:-

- (1) At the time of availing L.T.C. for home city or anywhere else;

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- (2) To attend interviews for higher posts conducted by NEHU, often held at New Delhi or Calcutta etc;
- (3) For official duties of NEHU, for example, conducting tours of students, attending seminars, symposia, workshops, selection committee meetings as experts, or as experts in selection committees of other Universities and institutions etc;

If a teacher goes outside Shillong for the last purpose, it is not the headache of NEHU to care for his T.A., because the other institution will give the T.A. and it will decide what norms to follow. But for other purposes the T.A has to be given by NEHU itself. There are the following methods of transport from Shillong to Guwahati and back:-

- (1) Regular M.T.C. buses which are of 3 types, namely ordinary, semi-deluxe and deluxe;
- (2) Buses of A.S.T.C.;
- (3) Tourist buses like Blue Hill, Green Valley services etc.;
- (4) Taxis;
- (5) Private cars, owned by the particular teacher or any friend of his;
- (6) Vayudoct;
- (7) Helicopter Service.

So far as I know, there are no well-defined norms for giving T.A. in the Finance Section about which methods of transport are re-imbursable and which are not. Different teachers state different rules. Perhaps the payment depends a great deal on the particular clerk also who is passing the bill. This situation should be changed and the rules should be rationalised in this matter. The Executive Council should decide the rules according to the following norms suggested by me:-

If a teacher is going for L.T.C. or for interview in NEHU the University should pay him the T.A. upto Guwahati by any method of transport, whichever is convenient to him except Vayudoct and helicopter service. It means that he can go by any type of bus, whether regular or tourist, or by taxi or by private car of his own and/ or of his friend. If a teacher is going for any official duty of NEHU or for attending any short-term course or for any other official work, being deputed by NEHU, then in that case he should be allowed to go by any means of transport, including Vayudoct and helicopter service also.

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Item No. 8

This item is very much connected with the previous item. It is wellknown that it is very difficult to get a I class ticket from Shillong outagency. Tickets are booked here 30 days in advance and there is only a quota of 2 I class berths in Tinsukia Mail and Kamrup Express, while in the other trains there is no quota at all. If somebody wants to go by II A.C. sleeper class, he has to get his ticket from Guwahati railway station, because there is no quota here for II A.C. sleeper class. A question arises about how he will get his ticket, if not available here. At present, the situation is that if the teacher goes to Guwahati for buying his ticket, he has to go on his own cost and the University does not re-imburse him for this extra journey. Not only this, he has to take casual leave also. This situation is totally unjust. I propose that the Executive Council should pass the following resolution :

If a teacher wants to go to Guwahati to get his tickets for himself and his family for L.T.C. business, he will get fare for one person only, not for the whole family. He can go by any method of transport except Vayudoot and helicopter service, i.e., by any type of bus (regular or tourist) or by taxi or private car. But he will have to take casual leave for that type of journey, because he has to take casual leave in the case of actually going on L.T.C. also, unless it is during mid-semester break or winter vacation. The teacher will not get D.A. for going to Guwahati, because for the days of L.T.C. he does not get D.A.

If a teacher wants to go to Guwahati to get his ticket for NEHU interview, he will get fare for one person only and he can go by any method of transport except Vayudoot and helicopter service. In that case he will have to take special casual leave, because when he actually goes for interview, he will be given special casual leave. In this case also the teacher will not get any D.A. for going to Guwahati, because for interview also he does not get any D.A.

If a teacher is going by train for some official duty of NEHU or for attending some course or for delivering some lectures or as a resource person, and he cannot get his ticket at Shillong outagency, he can go to Guwahati for getting his ticket by any method of transport, including Vayudoot and Helicopter service also. For that day when he goes to buy his ticket, he will not be treated on casual leave or on special casual leave, but he will be treated on University duty, because in his actually performed journey also he will be treated on duty or on duty leave. In this case the teacher will also get full D.A. and incidental expenses for going to Guwahati, because in his actual journey also he is getting full D.A.

Item No. 8(A)

This item is connected with item no. 8. I should have written it there itself but forgot it then. Now I have remembered it. In item no. 8 I have written that if some teacher has to go to Guwahati for purchasing his ticket for reservation, the E. C. should resolve today that he will get the full fare corresponding to any mode of travel, excluding Vayudoot and helicopter service, if he is going for LTC or for interview, and including Vayudoot and helicopter service, if he is going for some other official business or the University is sponsoring him, because he cannot get I class or II A.C. class tickets at Shillong out-agency or even sometimes he cannot get even II class ticket. I have also written that in case of L.T.C., he should take casual leave, in case of interview he should take special casual leave, and in all other cases he should be treated on duty for that date or given duty leave. I have one more thing to say here, which I forgot earlier. Suppose somebody lives in the permanent campus. In this case it is practically impossible for the teacher to return the same day from Guwahati after buying his ticket. The reason is the following. The first bus leaves the campus at 7:15 A.M. and the last bus for the campus leaves Horse-Shoe Building nearly at 6 P.M. When the person goes to Guwahati, he can earliest go by 8 A.M. bus and he will reach Guwahati by 12 noon. Then he will go to the railway station and there is bound to be a long queue there. When he returns to the bus stand, again there will be a long queue there for the bus ticket. In such circumstances it is almost impossible for the person to get his bus ticket by 2 P.M. bus latest, so that he can catch the 6 P.M. bus from Horse-Shoe Building to the campus. This proves that persons living in the campus cannot go to Guwahati, book their reservations, and return the same day. Hence the Executive Council must pass another resolution saying that persons living in the campus can not only charge their fares, but also one night's hotel expenses from the University, if they go to Guwahati to purchase their reservation tickets

At this point some teacher-members of the Executive Council can raise a certain objection, which I want to remove before it is actually raised in the council. They can say that if somebody living in the permanent campus is going to Guwahati for purchasing his reservation ticket for L.T.C., for NEHU interview (as a candidate), or on official duty of the university, then I am demanding one night's hotel expenses for him, because he cannot return on the same day. But if somebody is going out of Shillong by train, and his train leaves Guwahati in the early morning hours, or his train comes back to Guwahati on his return journey late in the evening, then also he has to stay one night at Guwahati, whatever be the cause of his going. Then why am I not demanding hotel expenses in these cases? The answer to this objection is that if a person is in possession of a reservation ticket for onward journey, or if he is

in possession of a reservation ticket for the return journey on coming to Guwahati back, in these cases he and his family (if any, in the case of L.T.C.) can comfortably stay for the night free of cost in the I class or II class waiting room of the railway station at Guwahati, because night stays are allowed. There is no real need for such person to engage a hotel for the night. If he still takes a hotel room, it is for his convenience and the university need not pay for it. Or he can take a retiring room at the station, if available and pay for it from his own pocket. But if a person goes to Guwahati from Shillong just for purchasing his reservation ticket or tickets for his family in the case of L.T.C., in that case he is not allowed to use the facility of the waiting rooms at the railway station in order to pass the night and he is bound to engage a hotel room and the University must necessarily pay for it, because going from Shillong even by the earliest 7.15 A.M. bus from the permanent campus and returning to Shillong and then to the campus even by the latest 6.00 P.M. bus is not possible in any practical case; so he bound to stay in the hotel on his official business.

Item No. 9.

I have been observing in this University that the administrative offices of the University have little regard for the Executive Council which is the highest body of the University. Quite often in so happens that decisions taken in the E.C. are never implemented by the administration for years together. I can cite 2 examples. The case of Dr. Ansari was clearly decided in the E.C. Meeting on 1/2/89, but now even after 21 months the administrative offices have not implemented that decision of flimsy grounds. Similarly the case of Dr. A.C. Sinha can be cited, whose wife met with a serious accident and even after so many years he did not get the money of re-imbusement of his medical expenses, notwithstanding the clear decisions made by the E.C. In ~~xxx~~ my opinion the E.C. should pass a resolution to this effect that all decisions passed by it should be implemented by the administration within one month at the most. If some decision has not been implemented within one month, then the University will deal firmly with the administrative officer concerned and will demand explanation from him and serious action will be taken against him.

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If the decision taken involves payment of some money to anybody, then that officer will have to pay 18% interest from his pocket to that person who is to receive the payment, for the actual period of delay. If this resolution is passed, it will have the desired effect and then the administration will not have the courage to defy the Executive Council further.

Item No. 10.

When any rules are passed by the Government, which are favourable to teachers of this University, the offices of the O.S.D. and the Finance Officer and other administrative officer of the University have made it a point that they never intimate the teachers about that. I shall give a few examples. Previously there was a rule that whenever any teacher goes for L.T.C. to his home city or any city in our country, he shall have to pay for the journey for the first 400 kilometres, both while going and coming back, from his pocket. Even then the University will pay only 90% of the remaining fare. Later on, the 90% clause was removed and the rule became that 100% fare would be paid. Afterwards another amendment came from the Government, that in case of journeys to any city in the country, full fare will be admissible, no deduction for the first 400 kilometres being made, but in the case of journeys to home city, there would be deduction for the first 400 kilometres as usual. At the time (in 1981) when I joined this University, the rules were like that.

Later on, (God knows in which year), another amendment came saving that in case of journeys to home city also, the first 400 kilometres would also be admissible. The University departments never informed me formally or informally about this amendment. I came to know about this early in 1988 by informal talks with some colleagues but by that time I had already submitted many T.A. bills on account of L.T.C. According to the rules known to me, I had myself subtracted the fares for the 400 kilometres both when going and coming back, and the Finance Section had passed the bills as such without adding the fares back, according to the new rules. As soon as I came to know these rules, I immediately went to the Finance personally and requested

the Finance Officer in writing to pay me this money of fare for the first 400 km. of outward and inward journeys in respect of all my L.T.C bills passed from 1981 to 1987 for home city journeys. This was in early January 1988. The Finance Officer listened to me and promised to pay me the money within 1 month. But instead of 1 month, now 35 months have passed and the University has not paid me this money inspite of many reminders which I have sent from time to time.

Another example. When I joined this University, there was no rule regarding re-imburement of tuition fees for the children of the teachers and payment of educational allowance for children etc. Even if there was any such rule, I did not know that this was in 1981. God knows in which year a rule came from the Government about this matter and my colleagues during informal talks, told me about that. Once I moved an application to the O.S.D. (may be, the Registrar) regarding payment of a few bills regarding the college tuition fees of my daughter, but the O.S.D. returned my claim due to flimsy reasons. Not only this, they lost the fee receipt which I had submitted and wrote back that I had never sent any fee receipt to them. Later on, I wrote many letters to the University officials in the administration (both O.S.D. and F.O.) requesting them to tell me the exact date from which this rule became applicable. My idea was that once I know the exact date, I shall go to the college of my daughter and also to the college of my son and request them to give me certificates or duplicate fee receipts regarding all fees which I have paid them from time to time, and then I shall submit all the documents in one lot for re-imburement to the University, instead of getting the money piecemeal. But even after many reminders, the administration has never told me the exact date from which this rule became applicable. As a result I have not been able even to prefer my claim so far for this re-imburement, let alone the actual re-imburement.

A third example. When I joined the University, at that time the T.A. rules did not allow the re-imburement of II A.C. sleeper fare to teachers going for L.T.C. interview or on official duty. The teachers could only claim I class fare at the most. I know this rule by a particular reason, I attended some interview in the capacity of a candidate in 1982. At that time I had purchased an ordinary ticket for II A.C. sleeper class from New Delhi to Guwahati for my return. After showing the ticket, I wanted to get the fare. But Prof. M.C.Pandey was there in charge of this matter and he showed me a ruling from the T.A. rules book which said that all Govt. servants will have to bear the extra A.C. surcharge themselves and they will get only I class fare. (the fare for I class and AA A.C. sleeper is actually the same, only in the latter case we have to pay some extra money, which is Rs. 25/-, Rs. 50/- Rs. 75/- or Rs. 100/- according to distance). Now later on, perhaps ~~xxxx~~ in 1989, some colleagues pointed out to me:- Why do you travel by I class, when you can get AI A.C. sleeper fare as well?. So ~~xx~~

perhaps last year I came to know that the rules had changed and now II A.C. sleeper fare was also re-imbursable. I have no idea as to the exact date when this new rule came. I enquired from many sources but nobody would tell me when this happened.

A fourth example. Previously the C.C.A. (perhaps Rs. 150/- per month which we get in our salaries) was taxable just like any other income. But recently (perhaps in 1988 or 1989) some rule came from the Government in which it was written that henceforth the C.C.A. will be tax-free.

I have given 4 examples. In the light of these examples once I wrote to the Finance Officer that whenever any new rule comes from the Government, which is beneficial to the teachers, then immediately the University should issue a circular to all teachers apprising them about the changes in rules and procedures. But I received a reply xx saying the following:- "Whenever any advantageous rules are passed which benefit the teachers, we shall never inform any of the teachers. The teachers should keep their eyes open and find out about such improvements in facilities themselves." This reply was most insulting. Of course it was not in these words, but the meaning was exactly the same. I request the Executive Council today to pass a resolution immediately ordering the administration to inform all the teachers as soon as any new rule which benefits them is passed. I also request the Executive Council to order the payment of the 400 km. fare which I subtracted from my T.A. bills for home city for want of correct knowledge, and also to order the O.S.D. to tell me the exact date from which the rule regarding the payment of tuition fees of the children of the teachers became applicable. Once I know the exact date, I can take steps for getting the necessary documents from the various colleges in which my children have studied, and then I shall prefer my complete claim to the University.

Item No.11.

Many of my colleagues have informed me that the University does not make payments to them regarding T.A. bills, examination remuneration bills, moderation bills, medical bills etc, in time. I myself have suffered a lot in this matter. Many of my examination remuneration and moderation bills (pertaining as early as 1984 even) are still pending. Even after repeated reminders there is nobody in the administration to listen about them. My medical bills for the last several years have never been paid to the bank account in which I asked them to be paid.

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I remember well that in 1987 I went 2 times to Guwahati on official business but I received only 1 T.A. bill, not the other. The Executive Council should pass clear orders about the payment of the pending bills. The necessary details are with me and I can submit them on demand. Even previously I have submitted the details several times. But there was no reply. The same should be done regarding all the other teachers also.

Item No. 12

The University has paid the teachers the enhanced house rent allowance with effect from 1.10.86 but not with effect from 1.1.86. I quite well remember that in some minutes of the E.C. it is clearly mentioned that the University has paid w.e.f. 1.1.86, which is wrong. The Executive Council should resolve today that all arrears from 1.1.86 to 30.9.86 should also be immediately paid to the teachers within one month at the most.

Item No. 13

This item concerns only myself. All the earlier items for which I have written, were of common interest. More than 2 years ago the University paid enhanced house rent allowance w.e.f. 1.10.86 to all teachers, but not to me. When I wrote to the authorities about this matter, I received a reply saying that I have not given them the printing undertaking. I checked from my records and found that I had already sent them the printed undertaking which they were asking for. The E.C. must pass a resolution saying that the University should pay me immediately all the arrears of enhanced house-rent together with the market rate interest from 1.10.88 till now, which should be at 18%. Many years ago when the scales were changed, there was certain amount which was due to me but not paid so far inspite of repeated reminders. The University should also pay that to me together with the same interest. Once the University, for no reason whatsoever, stopped the salary for one month and paid me 2 months' salary together next month. At that time I had to take loan from my bank at the rate of 18% for running my expenses and I preferred a claim for Rs. 60/- on that account. The University made no reply.

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No I should get that Rs. 60/- also. Last year I submitted my income-tax requirement accounts by 15.1.89 but still the University paid me 3 months' salary together on or after 1.4.89. They did not pay me salary in February 1989 and March 1989. Again I had to raise a loan from my bank and had to pay Rs. 300/- as interest. The E.C. should resolve to pay me that sum of Rs.300/- as re-imbusement.

Item No.14

Many teachers have pointed out to me that when they write letters to various administrative departments, for years together they never get any replies. I shall take only my own case. For years together I have been writing letters to various offices for some reason or the other. Many times I have written to the Vice-Chancellor also about this matter and given him the dates and numbers of all the letters but no reply ever came. I am attaching a copy of only one letter which I sent 11 months ago to the F.O. and with a copy to the V.C. but so far no reply has come to me. The Executive Council should pass a resolution ordering the administration to take cognisance of this fact and they should be compelled to reply to me regarding not only this letter, but all other letters too, which are pending, in some cases, for the last 9 years. I shall give them a complete list on demand. The letter is enclosed.

Item No.15

Apart from T.A. bills, medical bills, examination section bills, one more bill sent by me is pending. I paid Rs. 30/- for cleaning the drains in my quarter and spent Rs. 22/- on a switch for the geyser. When I demanded payment from the A.R. (Estate), he told me that I shall not get Rs. 30/- at all, and regarding the switch, I should submit the cash memo of the switch and only then I shall get the money. Long back I sent them the cash memo but till now did not get the money. The E.C. should order this sum of Rs. 52/- to be paid to me at once.

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Item No.16

This item is also of the common interest of the teachers. Whenever teachers submit any bills regarding T.A., medical reimbursement, P.F. advance, other advances and withdrawals etc., the finance section never informs them that the payment is ready and they can receive it from the round building. The teachers have to go to the round building for the same work time after time to enquire about their money. This practice is totally unjust that the teachers should waste their times in this way. The E.C. should resolve that from immediate effect, as soon as the money is ready, either the finance section should send the cheques to the various departments for delivery to the teachers, or send them to their bank accounts as usual, or if this is not possible, at least it should send typed letters to the teachers requesting them to take their money from the round building. Also, no payment is to be made in cash under any circumstances. The reason for cash payment not to be made is the following. Many times the teachers will go to the cash section and there would be nobody to give the money. Sometimes he will say 'the register is not here', sometimes he will say 'time is over and the cash is closed', sometimes 'the register has gone to the F.O.'s office for signatures', etc. This is all very annoying and insulting for the teachers. Sometimes the teachers do not get their full money at all. I cite a particular case. In 1988 when Prof. R.K. Mishra's term as Vice-Chancellor had expired and some Prof. Mehrotra or somebody else (I do not recall his name) was officiating as V.C., all the teachers were sitting in the green lawns outside the round building because an agitation from the NEHUTA's side was going on asking the new incumbent to resign. At that time a gentleman came walking to me and he requested me to come with him, took me inside the round building. He took my signatures at 2 or 3 places on a register-like thing and told me to take the money of my 2 or 3 medical re-imburement bills in cash, but I found that he gave me only the rupees in each bill and not the paise. When I asked for the remaining paise, he offered me a rupee and asked me to return the change, because he said that he had no change. Since I had no change either, I had to come without the paise. This fact can be seen from the cash

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register on 1988 in that month in which there was NEHUTA's agitation. Since then I have never received those paise. I do not recall how much that money was, but perhaps I received Rs.27/- in cash. If the rule of cash payment would not have been there, I would not have lost those paise. Therefore the E.C. should bar all cash payments, otherwise such things will be repeated off and on, and it should direct that gentleman to clear the account. I can cite one more particular case. Once day when I was going to my office in Bijni complex and I was outside the Meghalaya Central Library near the round building, a gentleman told me that I should visit the round building during office hours to take some money due to me on account of a few medical reimbursement bills. I told him that I would come to him when I visit the round building next. Many months later the V.C. invited all the Heads of Departments at 1 P.M. for some meeting about certain appointments etc. about which the U.G.C. had raised some objections. Just after the meeting, say at 1:30 P.M. , I went to that gentleman in the cash section to take the money but somebody else was there and he told me that cash had been closed. All this is certainly very annoying for respectable persons like university teachers and therefor the

6:7:1:(17)

E.C. should resolve immediately that in future all such payments will be made only by cheques and the cheques will be sent to the departments or to the bank or post office accounts and if this is not possible typed letters will be sent immediately to all teachers directing them to take the moneys in the shape of cheques only from the cash section, ~~no~~ no payments will ever be made by cash, so that the question of change not being available will never arise, Side by side all the payments due to medical re-imbusement bills, T.A. examination bills, moderation bills etc. will be made within a month. (Some payments even as old as 1984 in case of examination bills are pending still now).

Item No. 17

I have received many letters from Dr. Lal of Chemistry Deptt. in P.U.C. Aizawl. He has certain problem regarding his sabattical leave etc. I have examined his case and I am satisfied that his demands must be acceded to. The University should release him w.e.f. 6.12.90 and it should waive off his sabattical leave period of 78 days and convert it into regular leave, i.e. earned leave, half pay leave and EOL etc. as suggested by the teacher himself.

(ii) Item from B. B. Kumar Principal, Sao Chang College

- a) Clause 19(1) of ordinance OE-6 prescribes the essential qualifications for the Principal of a college. Clause 5(2) of the same ordinance make it essential for a college to appoint only qualified Principals. However, provisions under these clauses are ignored both by the University and the colleges. This matter be placed before Executive Council for discussion.
 - b) The University has failed to evolve its inspection mechanism for the colleges. This items be placed for discussion in the Executive Council.
 - c) The University has some such departments/centres, whose functioning cannot be termed satisfactory. I request discussion on this item in the Executive Council meeting.
 - d) External Invigilators reports of sensitive examination centres along with Academic Council's remarks and ways and means of controlling mal-practices in University examinations, and the desirability of flying squads for inspecting examination centres may, kindly be placed before Executive Council for discussion in its next meeting.
 - e) Readers in different pay scales (Rs. 3700-Rs. 5700/- and Rs. 3000-Rs. 5000/-) and their eligibility for Headship.
3. Follow up action on the following items discussed in the last Executive Council meeting needs to be reported and discussed in next Executive meeting.
- a) Seniority/Promotion of University teachers-supercessions.
 - b) Confirmation of the services of the teachers.