

NORTH-EASTERN HILL UNIVERSITY
SHILLONG- 793 001

No. EC:64-1/Conf/88-1874 Dated, Shillong the 5th December, 1988.

To

The Members of the
Executive Council,
North-Eastern Hill University.

Subject: Agenda for the 64th Meeting of the Executive Council

Sir/Madam,

I am forwarding herewith the Agenda for the 64th Meeting of the Executive Council scheduled to be held on the 5th January, 1989 at 11:00 A.M. for favour of your information and consideration.

Yours faithfully,

D. C. Pant

(D. C. Pant)
Registrar

Enclosure

NORTH-EASTERN HILL UNIVERSITY
SHILLONG- 793 001

A G E N D A

SIXTY FOURTH MEETING .
OF THE
EXECUTIVE COUNCIL

5th January, 1989, Delhi.

NORTH-EASTERN HILL UNIVERSITY
SHILLONG - 793001

AGENDA PAPERS FOR THE SIXTYFOURTH MEETING OF THE EXECUTIVE
COUNCIL

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1 - CONFIRMATION OF THE MINUTES

(i) Confirmation of the Minutes -

The Minutes of the 63rd meeting of the Executive Council, which met on the 13th October, 1988, were circulated to all the members of the Council inviting comments, if any. One member, namely, Prof. J.B. Bhattacharjee sent his comments as follows :

1. The cases of Dr. Jagat Pal, Shri Lima Imchen and Prof. A.C. Sinha have not figured in the Minutes, although I submitted write notes in their cases and there had considerable discussions and finally unanimity on those points.
2. Under Deferred Items there was discussion on the nomination of two members to the Selection Committee for the next Vice-Chancellor. It was decided that the names shall be considered in the next meeting of the Council.

The matter is placed for consideration of the Council.

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(ii) Another member, namely, Dr. A.P. Sinha, has also sent his comments, which are reproduced below :

1. EC:63:88:01(ii). There was mention about the case of Dr Sharma, but this has not been recorded.
2. EC:63:88:04(i) The proceedings have not been completely recorded. It was further decided, that
 - (a) The University will bring out its annual calender of activities and important policy decisions of the proceeding year.
 - (b) Prof R.K. Mishra has requested not to be considered for a position of Emeritus Professor.
 - (c) The process for selection of new Vice-Chancellor will be initiated in the next meeting of the B.C.
3. The decision relating to the case of reimbursement of the medical bill submitted by Prof A.C. Sinha, has not been recorded.

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2:1(i)

Appointment of Shri Y.S.N.Rao
as Chief Engineer -

(i) The Executive Council vide Resolution No.EC:62:88:08(c) approved the proposal for appointment of Shri Y.S.N. Rao as Chief Engineer on contract basis. The offer of contract appointment has accordingly been made for a period of 5 years. He has also been requested to join the University at the earliest. The response of Shri Rao is awaited.

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(i) Request for Voluntary Retirement

Dr S.N. Tewari, Principal, (COA) SASRD, Medziphema was appointed as Principal with effect from 25.8.82(FW) holding his lien with the Assam Agricultural University, Jorhat.

On the expiry of his probation period the Executive Council in its 40th Meeting vide resolution NO:EC:40:84:06 (i) has approved his confirmation with effect from the date he joined.

The Assam Agricultural University, Jorhat vide order NO:AAU/R/CA/P-3/84-85/15896 - 101 dated 18.2.85 consented to the permanent absorption of Dr S.N. Tewari by NEHU and has transferred his Provident Fund and service particulars. The matter was not reported then to the Executive Council. Hence the Vice - Chancellor has approved absorption of Dr Tewari permanently from the date he was confirmed i.e. 28.8.82 and transfer of his previous services.

Further Dr S.N. Tewari vide his letter dated 21.9.88 has requested for Voluntary Retirement with effect from 1.10.88 waiving the three months notice due to deterioration of his health. The same has been approved by Vice-Chancellor.

The matter is placed before the Council for ratification.

- (ii) Selection to the post of Research Associate at the Centre for Applied Statistics, Shillong in respect of Shri B.K. Gupta

On the recommendation of the Selection Committee which met on 20.3.87 the Executive Council vide its resolution NO:EC:55:87:06:1(ii) has approved the selection of Shri B.K. Gupta Lecturer in Statistics, SASRD for the post of Research Associate in the Centre for Applied Statistics at Shillong. Offer of appointment with a condition that he should join within three months was made to Shri Gupta on 31.3.87.

Shri B.K. Gupta accepted the offer but was not able to join as the Dean, SASRD could not release him from the present post for more than a year now due to want of a substitute.

Offer of appointment to Shri Debesh Roy as Research Associate for SASRD was made who turned down the offer. Since the panel was exhausted no further offer was made.

Due to the above circumstances, the validity of the recommendation of the Selection Committee has lapsed on 20.3.88. The Executive Council vide its resolution NO:EC:62:88:6:01(i) held on 7.9.88 has approved to extend the validity of the recommendation of the Selection Committee for appointment of Shri B.K. Gupta to the post of Research Associate in the Centre for Applied Statistics at Shillong for 6 (six) months from 20.3.88. The validity period expires on 19.9.88 and since there is no substitute available to place vice Shri B.K. Gupta the Vice-Chancellor has allowed him to join provisionally at the Centre for Applied Statistics, Shillong but continue at SASRD until alternative arrangement is made.

Shri Gupta has resumed the post of Lecturer in Centre for Applied Statistics, Shillong with effect from 28.10.88 and the validity period of the Selection Committee minutes need to be extended till 28.10.88.

The matter is placed before the Council for ratification.

3:3(1)

(iii) Appointment of Dr (Mrs) A. Bakshi as Medical Officer on adhoc basis against a leave vacancy.

A local selection committee which met on 28. 10. 88 recommended appointment of Dr (Mrs) A. Bakshi as Medical Officer on adhoc basis against the leave vacancy of Dr (Mrs) M. Synrem.

The Vice-Chancellor has therefore, appointed Dr (Mrs) A. Bakshi as Medical Officer on adhoc basis with effect from 7. 11. 88 upto 21. 2. 89.

The matter is placed before the Council for ratification.

3:4:(1)

- (iv) Permission in respect of Dr. J.L. Sailo for acting as Authorised Medical Attendant to the Central Govt. Staff.

Dr. J.L. Sailo has been nominated as Authorised Medical Attendant for the Central Govt. Staff by the Central Govt. Nominations Committee for which he has requested for permission from the University.

The Vice-Chancellor has accorded the permission with a condition that such attendance does not interfere with his normal duties.

The matter is placed before the Council for ratification.

3:5:(1)

- (v) Retirement of Dr.D.P.Singh,
Professor, Department of
English.

Dr.D.P.Singh, Professor Department of English,
is due for retirement. He joined the University as Professor, with
effect from Apr.2, 1979 and have completed 9years of continuous service
in the University. His date of birth as per the biodata is 10.12.1928,
and his date of retirement falls on 10.12.1988.

Since the date of retirement falls ~~on~~ just before
the closing of the Winter Academic Session, and as per Ordinances OE-
5,(9) states that "provided that if the date of superannuation of a
teacher falls at anytime during the Academic Session, the teacher shall
continue in service and retire on the last day of that Academic Session
or the end of the month whichever is ~~later~~," Dr.D.P.Singh may perhaps
be released from the University with effect from the end of the
Calendar Year i.e., 31.12.1988, and all payments due to him may perhaps
be released as per rules.

The matter is placed before the Council for
information.

5:1:1:(1)

(i) Constitution of the Council of
Central Universities -

The Central Universities Review Committee in its report recommended for constitution of a Council of Central Universities and pending constitution of the Council the present Committee of the Vice-Chancellors of Central Universities may continue to function. The Review Committee also recommended that Acts of the Central Universities should provide for a Council of Central Universities, where all the Vice-Chancellors of the Central Universities, among others, would be members. The D.O. letter No.F.I-42/84 (NP.I) dated the 4th August, 1984 of the Secretary U.G.C., New Delhi and an extract of the recommendations of the Central Universities Review Committee may be seen at Annexure 'A' & 'B'.

The matter is placed before the Council for consideration whether the Acts or Statutes of the University need to be amended for the purpose.

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5:1:1:(2)

ANNEXURE 'A'

UNIVERSITY GRANTS COMMISSION

Professor S.K.Khanna
Secretary

Bahadur Shah Zafar Marg,
New Delhi - 110002.

D.O.No.F.I-42/84 (NP.I)

August 4, 1984.

Dear Sir,

The Committee of the Vice-Chancellors of the Central Universities at its meeting held on the 23rd April, 1984 discussed the question of Constitution of the Council of the Central Universities as recommended by the Central Universities Review Committee and it was decided that pending constitution of this Council, the present committee may function in its present form with the addition of the Secretary (expenditure) or his representative as a member.

I shall be grateful if you could inform the Ministry of Education and me the details of the amendments of acts/statutes which would be necessary for this purpose.

With regards,

Yours sincerely,

Sd/-
(S.K. Khana)

Vice-Chancellors of all Central
Universities.

Copy to Shri J.D. Gupta, Joint Secretary, Ministry
of Education & Culture, Shastri Bhawan, New Delhi.

Sd/-
(S.K. Khana)

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- (ii) Amendment of Statute 27
relating to removal of
Teachers -

The North-Eastern Hill University Teachers' Association requested that Statute 27 and the contract form of appointment may be amended. Similar request was also received from Prof. T.B. Bhattacharjee, member of the Executive Council. The letter of the NEHUTA and the proposal of the E.C. member may be seen at Annexures 'A' & 'B'.

The matter is placed for consideration of the Council.

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5:1:2 (2)

ANNEXURE - 'A'

Dr. K. Ismail
General Secretary

Date : 12. 8. 1988.

To

The Vice-Chancellor
NEHU, Shillong.

Sub : Request for amendment of Statute 27 and for
modification in the Contract form.

Sir,

NEHUMA constituted a sub-committee to look into the service conditions of the teachers in NEHU. This Committee's report with some modifications after seeking the legal opinion on it was approved by the General Body of NEHUMA on 29.7.1988. The final form of the report is enclosed herewith for your consideration.

I request you to take necessary steps to make the proposed amendments to Statute 27 and modifications in the Contract form.

Yours faithfully,

Sd/-
(K. Ismail)

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FINAL FORM OF THE REPORT OF THE SUB-COMMITTEE OF NEHUA ON SERVICE CONDITIONS OF THE TEACHERS WHICH WAS APPROVED BY THE GENERAL BODY.

The Committee considered the service conditions of teachers in NEHU, with particular reference to the provisions relating to the removal of teachers in the light of the statutes and ordinances of the various Central Universities in the country, such as Delhi University, Aligarh Muslim University, Banaras Hindu University and the Viswa-Bharati University. The Committee also considered the draft contract form prepared by the University.

The Committee found that the provisions regarding terms and conditions of service of University teachers (Statute 25) and removal of teachers (Statute 27) should be amended as the terms like 'misconduct' and 'good cause' have been left undefined. It is the considered opinion of the Committee that as these are the only grounds under which the services of a teacher can be terminated by the University these terms should be categorically defined. If left undefined these terms may be interpreted to encompass any and every action. This in turn puts the teachers in a peculiar situation because they have no way of knowing as to what can be construed as 'misconduct' and what could be a 'good cause' for their removal from service. It is precisely because of this that Universities of Delhi, Viswa-Bharati and Aligarh clearly defined these terms in their Statutes and Ordinances. After having carefully studied the relevant documents of the said Universities the Committee recommended that the two terms be defined in the following manner :

'Good Cause' - (The teacher concerned is incapable of performing his/her duty (Delhi, Aligarh, Viswa-Bharati) due to unsound mind; or is a deaf mute or suffers from incurable contagious diseases which permanently incapacitate him (Viswa-Bharati). Determination and certification of such incapacitating conditions shall be done by a competent medical board.

'Misconduct' - The teachers concerned has been convicted in a court of law for an offence which in the opinion of the University Court, Executive Council and the Academic Council involves moral turpitude (Delhi, Aligarh, Viswa-Bharati).

The Statute 27(5) provides that 'the removal of a teacher or a member of the academic staff shall requires a two-third majority of the members of the Executive Council present and voting'. In our opinion it should be 'two-thirds majority of the total members of the Executive Council' (The words 'present and voting' should be deleted).

The Committee also considered the 'corrected form of contract' circulated by the University. The Committee found from the records that in 1979 NBEUUA had represented to the University for modification of the form on certain grounds and that these have been taken care of in the corrected form. The Committee, however, found that the form had to be modified further to remove certain confusions.

The relevant portion of the Statute 27 which has been reproduced in the form of contract should be incorporated after suitable amendments in light of the suggestions made above.

The form also requires further revision. For example, the word 'expiration' should be replaced by the word 'expiry' in Clause 2(4).

The concluding portion of Clause 3 should be read as follows : 'unless the contract is terminated by the Executive Council or by the teacher on his own as here in after provided shall continue in the service of the University until he/she completes the age of 60 years or at any higher limit prescribed by the Government of India and the UGC from time to time'. (and not '60 years and thereafter no further extension in service shall be given' as at present).

5:1:2 (5)

The Clause 10 should be deleted (This Clause reads, '10. The teacher shall not leave the University at the mid-academic Session/Semester or the minimum notice period, whichever is later').

Sd/-
General Secretary.

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A N N E X U R E - ' B '

AGENDA FOR EXECUTIVE COUNCIL

Subject : Service Conditions of Teachers

The Statute 27 provides for the removal of a teacher on the grounds of 'misconduct' and 'good cause' without defining these terms. Since these are the only grounds on which the services of a teacher can be terminated by the University, it is necessary that these two terms should be clearly defined. If left undefined these may be interpreted to cover any and every action. This would put the teachers in a peculiar situation because they have no way of knowing as to what can be constructed as 'misconduct' and what could be a 'good cause' for their removal from service. It is, perhaps, precisely for this that the Central Universities like Delhi, Viswa-Bharati and Aligarh have defined these terms in their Statutes and Ordinances. The two terms may be defined as follows :

a. 'good cause' - The teacher concerned is incapable of performing his/her duty due to unsound mind : or is a deaf mute or suffers from incurable contagious diseases which permanently incapacitate him/her. Determination and certification of such incapacitating conditions shall be done by a competent medical board.

'Misconduct' - The teacher concerned has been convicted in a court of law for an offence which in the opinion of the University Court, Executive Council and the Academic Council involves moral turpitude.

As regards the method of removal, the statute 27(5) provides that 'the removal of a teacher or a member of the academic staff shall require a two-third majority of the members of the Executive Council present and voting. This may be amended to read 'two-thirds majority of the total members of the Executive Council.' (The words 'present and voting' may be deleted).

5:1:2 (7)

An amendment of statute 27 shall also involve some modification of the 'Form of Contract' framed under Statute 25 to incorporate the suggestions made above. The form itself needs some refinement. For example, the word 'expiration' in Clause 2(4) may be replaced by 'expiry.'

The concluding portion of Clause 3 may read :
'unless the contract is terminated by the Executive Council or by the teacher on his own as herein after provided shall continue in the service of the University until he/she completes the age of 60 years or at any higher age prescribed by the Government of India and the UGC from time to time (not '60 years and thereafter no further extension in service shall be given' as at present). The Clause 10 in the form should be deleted (This clause reads, 'The teacher shall not leave the University at the mid-academic session/semester or the minimum notice period, whichever is later'.), because it may be some times necessary in the interest of public service to release a teacher in mid-academic session/semester.

Sd/-
(J.B.Bhattacharjee)

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6:3:1:(1)

- (i) Study Leave of Dr. O.P. Singh, Lecturer in Zoology SASRD.

Dr. O.P. Singh, Lecturer in Zoology SASRD, Medziphema Nagaland has applied for study leave for a period of 22 months with effect from 21.11.88 to pursue the post-doctoral research under a fellowship of the German Academic Exchange Service (DAAD) already awarded through the University Grants Commission.

His application has been considered and recommended by the School Board of SASRD in its first meeting held on 18--19 August, 1988.

In view of the S.B.'s approval the matter is placed before the Executive Council for consideration.

6:2:2:(1)

(+i) Study leave of Shri Pankaj Khare,
Research Associate, PUC, Aizawl.

Shri Pankaj Khare, Research Associate, Pachhunga University College, Aizawl has applied for study leave for a period of 3(three) years to obtain his Ph.D. Degree at the Department of Geology, University of Saugar, Saugar(M.P).

The application of the above incumbent was considered by the School Board of Environmental Sciences in its meeting held on 13.10.88.

In view of the above, the matter is placed before the Executive Council for consideration.

6:3:3:(1)

- (iii) Study leave of Shri D.K. Nayak,
Research Associate, Department
of Geography.

Shri D.K.Nayak, Research Associate, Geography Department
has applied for study leave for a period of one year with effect
from 1st March, 1989.

His application has been considered by the School Board
of Environmental Sciences in its meeting held on 13.10.88.

In view of the above the matter is placed before the
Executive Council for consideration.

6:3:4:(1)

- (iv) Study leave of Shri S.K.Sharma,
Lecturer, Chemistry and Social
Sciences, SASRD.

Shri S.K.Sharma, Lecturer, Chemistry and Soil Sciences, SASRD, Medziphema, Nagaland has applied for study leave for a period of 2 years with effect from 1st March, 1989 to complete his research work for Ph.D under North-Eastern Hill University.

His application has been considered and recommended by the School Board of SASRD, Medziphema in its first meeting held on 19--19 August, 1988.

The matter is, therefore, placed before the Council for **Consideration** .

(v) Grant of Study Leave to Mrs. G.M.Lyngdoh,
Junior Library Assistant.

Mrs. G.M.Lyngdoh, JLA has applied for the grant of Study Leave for a period w.e.f. 2.7.88 to 28.2.89 for studying B.Lib. Science Course.

According to the existing leave Rules of the Govt. of Ind which have been made applicable to the non-teaching employees of the University, the relevant conditions which govern the grant of study leave are :-

1. Course of Study/specialised training :-

May be granted to an employee with due regard to the exigence of public service to enable him/her to undergo, in or out of India a special course of study consisting of higher studies or specialised training in a professional or a technical subject having a direct and close connection with the sphere of his/her duty.

2. Course of Training/study tour:-

May be granted for a course of training or study tour if the course of training or the study tour is certified to be of definite advantage to this University from the point of view of public interest and is related to his/her sphere of duties.

3. Public Administration :-

May be granted for the purpose of studies connected with the frame work or background of public administration.

4. May be granted for studies not closely or directly connected with his/her work but which are capable of widening his/her mind in a manner likely to improve his abilities as a civil servant to equip him/her better to collaborate with those employed in other branches of the public service (application for study leave in such case shall be considered on merits of each case in consultation with the Deptt. of Expenditure of the Ministry of Finance).

5. It is not granted unless :-

- (i) it is certified that the proposed course of study or training shall be of definite advantage from the point of view of the public interests.
- (ii) it is for prosecution of studies in subjects other than academic or literary subject.

6. It is not ordinarily granted to an employee :-

- (i) who has rendered less than 5 years' service under the University.

6:3:5:(2)

(ii) who is due to retire, or has the option to retire, from service within 3 years of the date on which he/ she is expected to return to duty after the expiry of the leave.

7. It shall not be granted with such frequency as to remove him/her from contact with his/her regular work or to cause cadre difficulties owing to his/her absence on leave.

8. The maximum amount of study leave that may be granted :-

(i) at any one time - 12 months.

(ii) during entire service - 24 months (inclusive of similar kind of leave for study or training granted under any other rules).

9. (i) It may be combined with other kind of leave.

(ii) Study leave plus other kind of leave (Except S.O.L.) should not exceed 28 months.

10. An employee granted study leave shall draw leave salary equal to the pay he/she draw that while on duty immediately before proceeding on such leave. Payment of leave salary at full rate shall be subject to furnishing of a certificate to the effect that he /she is not in receipt of any scholarship, stipend or remuneration in respect of any part-time employment.

Mrs. G.W.Lyngdoh, JLA joined this University on 7.3.81. She completed 5 years of service on 7.3.86. On recommendation of Librarian, NEIU Library, Shillong the VC was pleased to approve study leave for a period w.e.f. 2.7.88 to 28.2.89 to Mrs. Lyngdoh to enable her to prosecute studies in B.Lib.Science course subject to ratification by the Executive Council.

The matter is placed for consideration of the Executive Council.

6:3:6:(1)

- (vi) Study of Sri Malsawdawngliana, Research Associate Pachhunga University College, Aizawl,

Sri. Malsawdawngliana, Research Associate, Pachhunga University College, Aizawl, has applied for Study Leave for a period of one year w.e.f. 1st March, 1989.

The application of the above teacher was considered by the School Board of Social Sciences, in its meeting held on 31.10.1988.

In view of the above, the matter is placed before the Executive Council for consideration.

Copy of the Certificate from the Supervisor concerned is enclosed for favour of information of the Council. - Appendix-'A'

APPENDIX -A

Professor J.B. Bhattacharjee,
Dean,
School of Social Sciences,
North-Eastern Hill University,
Shillong - 703 014.

F. No. 38/SSS/TES/88/888
16, July, 1988.

TO WHOM IT MAY CONCERN

Certified that Shri Malsawmdwangliana, Research Associate, Pachhunga University College, Aizawl is a Registered Ph.D. student in the Department of History NEHU under my supervision. He is working on "British Colonialism in Mizoram". The candidate has already made some progress in his work, but he is finding it difficult to devote himself completely to the work being in Aizawl and attending to his normal duties. A study leave for two years and fellowship will enable him to complete his work in time, which I strongly recommend.

Sd/- J.B. Bhattacharjee

6:3:7:(1)

(vii) Grant of Study Leave to Shri
Thomas Job, Senior Technical
Assistant, RSIC, Shillong -

The Executive Council in its 58th meeting vide Resolution No. EC:58:87:02(ii) ratified the action taken by the Vice-Chancellor in granting extra-ordinary leave to Shri Thomas Job, Senior Technical Assistant, RSIC for a period from 27. 7. 87 - 28. 2. 89 to enable him to undergo a course of study for M.Tech degree in the Indian Institute of Science, Bangalore. The Head of the Regional Sophisticated Instrumentation Centre requested that the case of Shri Thomas Job may be re-considered and he may be granted study leave instead of extra ordinary leave. The request is made on the basis of the under-taking by the University to grant him study leave while sponsoring his candidature and also on the approval of the RSIC Advisory Committee for grant of study leave. The Head also mentioned that the Centre is still in its infancy and needs trained technical staff. The letter to the Vice-Chancellor and his note in the matter may be seen at Annexures 'A' & 'B'.

As per the rules applicable to the Non-teaching staff of the University, an employee should have completed a minimum of 5 years service to be eligible for study leave. Shri Thomas Job joined the University on 29.6.84 and completed only 3 years of service when he proceeded on leave. Shri Thomas Job holds the B.Sc degree and read upto IIInd year M.Sc and has now joined the Indian Institute of Science, Bangalore for M.Tech Degree.

The matter is placed for consideration of the Council whether the prescribed period of five years may be relaxed to three years for technical personnel and whether Shri Thomas Job may be granted study leave instead of extra-ordinary leave.

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6:3:7:(2)

ANNEXURE - 'A'.

Dr. D.T. Khathing,
Head, RSIC-NEHU.

No. RSIC/SHG/VC/88-1248
September 26, 1988.

The Vice-Chancellor,
Chairman of Executive Council,
North-Eastern Hill University,
Shillong.

Sub: Payment of Study Leave salary to Mr. Thomas Job,
STA, RSIC- NEHU, Shillong.

Sir,

a. With reference to the above, may I inform you that Mr. Thomas Job had been sponsored to undertake a study-cum-Training Programme at the Indian Institute of Science, Bangalore (photocopy of sponsorship letter enclosed).

b. Mr. Thomas Job leave was approved as EOL by the Executive Council and its meeting in Kohima last October. It is requested however, that his leave be made a study leave as per the recommendation of the RSIC Advisory Committee at its meeting (6th) on 25th August, 1987.

c. The RSIC Advisory Committee had also approved the payment of study leave salary during this period. The same may kindly be endorsed by the Executive Council of NEHU.

d. It may be mentioned that Mr. Thomas Job has already signed study leave contract with the University promising to serve the University for 5 years or to return a sum of Rs. 40,000/- odd even though he has not been granted any allowances at all.

Thanking you,

Yours sincerely,

Sd/-
(Darlando Khathing).

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SPONSORSHIP

The application of Mr/

Thomas Job.K

is recommended for consideration. If selected he/she will be given study leave for 1 1/2 years to join the M.Tech. Programme. He is being sponsored with the understanding that he can spend 1/2 year for project work outside ISU, IISC. This 1/2 year will be spent in NEHU on a project to be directed preferably by the undersigned.

Sponsoring authority of the University.

Sd/-
(Dr. R.K.Mishra)
Vice-Chancellor,
NEHU.

* Sponsorship from the Head of the concerned department will not suffice; a competent executive authority from the University should recommend the application.

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6:3:7:(4)

ANNEXURE - 'B'

No. RSIC/SHG/SL/88-115

The Regional Sophisticated Instrumentation Centre (RSIC), NEHU, Shillong is still in its infancy. It will be to the advantage of the RSIC if the existing staff acquire higher technical/scientific education from outside Institutions. The RSIC-NEHU Advisory Committee at its meetings on at least three occasions have consistently insisted on the RSIC staff getting trained elsewhere, if necessary for longer (over one year) durations.

The problem of implementing the longer duration training programmes has been owing to the general guidelines existing for the other NEHU Non-teaching employees. The RSIC staff are governed by the rules and regulations of Host Institute, NEHU. As per existing rules of the NEHU an incumbent should have minimum five years service for availing study leave. This policy is mainly meant for the NEHU Non-teaching employees.

The RSIC had put up a point in the Advisory Committee Meeting with regard to reducing the minimum service of five years to that of three years. This point has been agreed in principle and a mention to this effect was also made to both NEHU and Department of Science & Technology (DST). The DST has already communicated their no objection in the matter.

The RSIC is having technical personnel who have to handle very sophisticated instruments. If they get higher education in the field of their work, it would be for the direct benefit of the RSIC. This requirement has been kept in mind when projecting the point to reduce the five years service limit to that of three years for an employee seeking study leave.

It is, therefore, for the consideration and approval of the Executive Council that the minimum service limit as laid down for the Non-teaching staff of NEHU be waived in the case of RSIC technical staff and they be allowed to avail study leave after completion of 3 years service, as a special case, because the nature of work for RSIC technical staff differs from that of NEHU Non-teaching.

Put up for consideration and approval by EC please.

Sd/-
D.T. Kathing
Head, RSIC.

- (1) Determination of Seniority of the non-teaching staff in Group B, C & D category at HQ Shillong, Nagaland and Mizoram campuses.
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Due to delay in finalisation of Seniority list of the non-teaching employees, many cases of confirmation & promotions have been held up.

The pertinent reason was that whether the University should follow a single seniority list of all the employees or a separate seniority list campuswise.

In order to settle the long pending dispute, the Joint Consultative Committee of the University in consultation with the representatives of the employees of Shillong, Mizoram and Nagaland has evolved the following guide lines in the matter of Seniority list of the employees and other governing factors.

- 1) A combined Seniority list of employees should be followed cadre wise.
- 2) Seniority list of employees appointed in the past through various Selection Committee should be determined from the date of joining.
- 3) The recommendations of the Selection Committee of the campuses shall be coordinated at the H.Q. for determining the panel for appointments. This will solve the issue of inter-se-seniority of the employees.
- 4) There will be one Selection Committee for Group 'B' category
- 5) One Selection Committee for Group 'C' & 'D' category.
Due to operational difficulties, the campus authorities may be nominated as Selection Committee members.
- 6) Advertisement should be issued simultaneously for all the campuses. Scrutiny of application shall be done campus wise.
- 7) Refusal of promotion to fill up the vacancies in other campuses, the promotee shall be accommodated immediately in the next vacancies arising in the same campus where he or she serves.

The above guide lines are placed before the Executive Council for favour of consideration and approval.