

NORTH-EASTERN HILL UNIVERSITY  
Shillong - 793 001

A G E N D A

FIFTY-SECOND MEETING

of the

EXECUTIVE COUNCIL

*Meeting Attended  
at 30/6*

June 30, 1986, Shillong

NORTH-EASTERN HILL UNIVERSITY  
Shillong - 793 001

AGENDA FOR THE FIFTY-SECOND MEETING OF THE EXECUTIVE COUNCIL

	Contents	Page No.
1	Confirmation of the Minutes of the Fifty-first meeting of the Executive Council	1
3	RATIFICATION OF ACTION TAKEN BY THE VICE-CHANCELLOR :	
	(i) Resignation tendered by Shri B. Saibaba, Assistant Librarian, Pachhunga University College, Aizawl	3:1 (1)
	(ii) Appointment of Shri Durgesh Choudhury (Retd) Superintending Engineer, Meghalaya, as Principal, Scientific Officer, USIC on contract basis for a period of two years	3:2 (1)
	(iii) Request for extension of study leave in respect of Dr A.N.Rai, Reader, Department of Bio-Chemistry	3:3 (1)
	(iv) Extension of the term of deputation in respect of Shri Tarun Chandra Hazarika, Executive Engineer	3:4 (1)
4	DEFERRED ITEMS :	
	(i) To consider establishing NEHU Liaison Office at Delhi	4:1 (1)
	(ii) Treatment of University employees as Guests when they are required to attend meetings of the University as members	4:2 (1)

Contd/...ii...

5

## ACADEMIC MATTERS :

## 5:1 - Statutes, Ordinances, Regulations &amp; Rules -

- (i) To consider amendment of Clause 4:2 of Ordinance OC-4 on the Degree of Doctor of Philosophy Programme 5:1:1 (1)

## 5:5 - Examination Matters -

- (i) Impersonation at the Examination 5:5:1 (1)

- (ii) Permission to the examiners to travel by air and to provide them hospitality at a reasonable place befitting their status 5:5:2 (1)

## 5:7 - Affiliation, etc -

- (i) Permanent affiliations 5:7:1 (1)

- (ii) Nomination of University representatives in the Governing Body of Mendipathar College, Mendipathar 5:7:2 (1)

- (iii) University representatives in the Governing Body of Hnahthial College, Mizoram 5:7:3 (1)

6

## ADMINISTRATIVE MATTERS :

## 6:1 - Selection Committee -

- (i) To consider the recommendations of the Selection Committee for appointment in the Centre for Bio-Physics & Self-Organising Systems 6:1:1 (1)

## 6:2 - Appointment/Creation-Upgradation of Posts/Confirmation/Extension/Option/Transfer/Release/Termination/Resignation -

- (i) Resignation from the post of Lecturer in Psychology, Pachhunga University College, Aizawl, in respect of Dr Chitta R. Samant 6:2:1 (1)

- (ii) Extension of the term of contract appointment in respect of Shri A.P.Roy Choudhury, Deputy Finance Officer 6:2:2 (1)

Contd/...iii..

- (iii) Visiting Professorship in Computer Science at NEHU 6:2:3 (1)
- (iv) Confirmation of Dr Amarnath Rai, Reader, Bio-Chemistry Department 6:2:4 (1)
- (v) Confirmation and permanent absorption of Dr D.S.Babu, Reader, Department of Education 6:2:5 (1)
- (vi) Expiry of the deputation term in respect of Shri I.Chuba Ao, Officer on Special Duty, NEHU, Nagaland Campus 6:2:6 (1)
- (vii) Confirmation of teachers 6:2:7 (1)
- (viii) Contract appointment of Dr V.S.Mahajan, Professor, Department of Economics, Mizoram Campus, Aizawl 6:2:8 (1)
- (ix) Contract appointment of Dr J.P. Thapliyal, Professor, Department of Zoology 6:2:9 (1)
- (x) Appointment of Heads of Departments 6:2:10 (1)
- (xi) To consider the case of Shri B.Gopi Chand, Lecturer in Agronomy, College of Agriculture 6:2:11 (1)
- 6:3 - Leave/Deputation -
- (i) Grant of Extension of EOL for one year with effect from 19-7-86 to 19-7-87 to Dr M.Wassem, Reader in English, NEHU 6:3:1 (1)
- 6:6 - Service Conditions/Financial & Other Benefits -
- (i) Introduction of Group Savings Linked Insurance Scheme 6:6:1 (1)

Item No. 1      CONFIRMATION OF THE MINUTES OF THE  
FIFTY-FIRST MEETING OF THE EXECUTIVE  
COUNCIL :

The Minutes of the 51st meeting of the Executive Council held on 19th May, 1986, were being circulated to all members. Comments, if any, on the Minutes, may be brought during the meeting of the Council.

Item No. 9      RATIFICATION OF ACTION TAKEN BY THE  
VICE-CHANCELLOR :

(i)                      Resignation tendered by Shri B. Saibaba, Assistant  
Librarian, Pachhunga University College, Aizawl.

Shri B. Saibaba, Assistant Librarian, Pachhunga University College, Aizawl tendered his resignation on 14. 5. 86 on account of health and domestic problems and prayed for release with effect from 17. 6. 86(AN), thus fulfilling the statutory requirement of one month's notice.

The Vice-Chancellor accepted his resignation and ordered for his release with effect from 17. 6. 86(AN).

The matter is reported to the Council for ratification.

(ii)

Appointment of Shri Durgesh Choudhury, Retd. Superintending Engineer, Meghalaya, as Principal Scientific Officer, USIC on contract basis for a period of 2 years.

The post of Principal Scientific Officer, USIC had been lying vacant since the handing over charge by Shri M. Poddar.

In order to activate the USIC, it was that a decided competent and experienced person be appointed as Principal Scientific Officer.

Considering the particulars of Shri D. Choudhury, Retd. Superintending Engineer, Meghalaya, the then Vice-Chancellor found him to be suitable for the post in view of his specialised training and experience with an engineering and administrative background.

Shri D. Choudhury was, therefore appointed as Principal Scientific Officer on contract basis for a period of 2(two) years with effect from 1. 3. 86. His pay has been fixed at Rs. 3000/-p.m. with the concurrence of the Finance & Accounts Department.

The matter is placed before the Council for ratification.

- (iii) Request for extension of study leave in respect of Dr A.N.Rai, Reader, Department of Bio-Chemistry -

Dr A.N.Rai, Reader, Department of Bio-Chemistry, who was granted study leave for a period of six months with effect from 25th September, 1985 vide Executive Council Resolution No. EC:47:85:03 (iii), has now requested the University to extend his study leave for another eleven days with effect from 25th March, 1986 to 4th April, 1986. His leave application was duly recommended by the Head, Department of Bio-Chemistry. The Vice-Chancellor has approved the extension of study leave for another eleven days with effect from 25th March, 1986.

The matter is placed before the Council for ratification of action taken by the Vice-Chancellor.

I (iv) .

Extension of the term of deputation in respect of Shri Tarun Chandra Hazarika, Executive Engineer.

Shri T. C. Hazarika, Executive Engineer, PWD, Meghalaya, has been on foreign service with this University in the same capacity with effect from 8. 3. 85. The initial deputation term of one year expired on 7. 3. 86.

Since his services are still required by the University, his term of deputation was extended for one year with effect from 8. 3. 86 with the consent of the Govt. of Meghalaya.

The matter is placed before the Council for ratification.

## Item No.4 DEFERRED ITEMS:

- (i) To consider establishing NEHU Liaison Office at Delhi -

The VI Plan Visiting Committee of the U.G.C. recommended the establishment of three Guest Houses for NEHU at Gauhati, Silchar and Dimapur for the convenience of visitors and NEHU faculty/Staff on their way to/fro Shillong, Aizawl and Kohima respectively. The matter is receiving active attention of the University and steps are afoot to acquire suitable plots of land at all the three places.

It has, however, been felt that a Liaison Office cum Guest House with some skeleton staff at Delhi is a MUST for the University. For pursuing the matter at U.G.C., Ministry, DST, ICSSR and other funding agencies besides holding Selection Committee meetings at Delhi with the established advantage of having many accessibility to subject experts and other concerned.

The University has lately acquired distinct place on the academic map of the country with the hosting of Second International Conferences and the Third one at a broader scale to be hosted this year. Consequently, the University will have to send its staff quite often to the Ministry of Home and Ministry of Human Resources Development for getting the clearance for the Conference and for obtaining Inner-Line Permits, etc., for foreign participants of high academic repute. Every now and then University is required to depute someone from the faculty/staff for:

- i) Pursuing grants from U.G.C. and submitting various documents required thereof;
- ii) obtaining MMI licenses and DEC for highly sophisticated scientific equipments
- iii) Even routine information from U.G.C. or Ministry or DST, etc., which is required for day-to-day functioning;
- iv) finalising designs, drawings and estimates for construction program in consultation with University Architect located at Delhi.
- v) Printing of NEHU publications frequently.

Expenditure on travel (which is invariably by Air) on these counts is very heavy and establishment of a Liaison Office will be less constlier than the present expenditure on travel alone besides ..... a lot of inconvenience and time on the various Items.

The Executive Council may consider the proposal and approve in principle, whereafter it will be sent to Finance Committee for working only the financial and other details. A small 3 bedroom house with telephone facility and staff comprising a Cook-cum-Chowkidar, a Receptionist-cum-Typist and an Officer (preferably a retired person with University administrative background) will do to begin with.

Estimate of Expenditure per annum

Rent for Guest House @ Rs 5,000/-p.m.	Rs 60,000/-
Salary of Cook-cum-Chowkidar & Typist cum-Receptionist @ Rs 2,500/-p.m.	Rs 30,000/-
Telephone and other misc. expenditure	Rs 6,000/-
Honorarium to Officer o/c @ Rs 2,000/- p.m.	Rs 24,000/-
<b>Total -</b>	<b>Rs 1,20,000/-</b>

This is equivalent to 40 trips per year per person on approximately three trips per month per person.

The expenditure will be met out of overall Non-Plan Budget allocations of the University by diverting the savings on TA/DA on this account.

- (ii) Treatment of University employees as Guests when they are required to attend meetings of the University as Members -

Hiterto, employees of this University who are required to attend various meetings of the University, such as, Academic Council, Executive Council, Court., etc., as full-fledged members, have been provided hospitality at the expense of the University. For example, a Senior Professor of Kohima Campus who is required to attend Executive Council meeting at Shillong is accommodated at Shillong Club at the expense of the University.

Recently, Finance Department have pointed out that such expenditure incurred by them for their stay at Shillong Club should be settled by the employees concerned and thereafter full D.A. be claimed by them from the University separately. When asked to do so, some such employees have approached this University for treating them as Guests of the University as is the case with persons coming from outside the University as Members of such meetings.

In view of this, the matter is placed before the Executive Council for consideration whether full hospitality should be extended to the University employees who are required to attend as Members of various meetings of the University.

Item No. 5      ACADEMIC MATTERS :

5:1 - Statutes, Ordinances, Regulations & Rules -

- (i)                      To consider amendment of Clause 4:2  
of Ordinance OC-4 on the Degree of  
Doctor of Philosophy Programme -

The Academic Council in its meeting held on 12-13 May, 1986, while considering the clarification sought by the Board of Research Studies in Humanities and Social Sciences on the eligibility of fresh Ph.D. degree holder, who has been appointed as Lecturer in the University, to guide Ph.D. work of the students, had RESOLVED that Clause 4:2 of Ordinance OC-4 be suitably amended.

The amendment to Clause 4:2 of Ordinance OC-4 as proposed by the Academic Council is placed at Annexure- 'A' for consideration of the Executive Council.

PROPOSED AMENDMENT TO CLAUSE 4:2 OF ORDINANCE OC-4 ON THE DEGREE  
OF DOCTOR OF PHILOSOPHY (PH.D.) PROGRAMME

Existing Clause	Proposed amendment	Clause after amendment
<p><u>Clause - 4:2 -</u></p> <p>The Supervisor shall be a Professor, Reader or a Lecturer with atleast three years experience of independent Post-Doctoral research.</p>	<p>Clause 4:2 be substituted by the following :</p> <p>"4:2. The Supervisor shall be (1) a Professor, (2) a Reader and (3) a Lecturer with atleast three years' experience of independent Post-Doctoral research".</p>	<p><u>Clause 4:2 -</u></p> <p>The Supervisor shall be (1) a Professor, (2) a Reader and (3) a Lecturer with atleast three years' experience of independent Post-Doctoral research.</p>

5:5- Exam. Matters -

(i) Impersonation at the Examination -

While examining the case of impersonation at the HSLC Examination by one P.U. Science candidate, the Vice-Chancellor, on the recommendation of the Discipline Committee at its meeting held on 11th June, 1986, has agreed that the matter be referred to the Executive Council for its decision.

The summary of the case is as follows :-

Shri K. Chhalai, a P.U. Science candidate under Roll No. 9694, Registration No. 4829 of 1980, was reported by the Secretary, Mizoram Board of Education, Aizawl that he appeared for Shri Vanmawia in Science II of HSLC, from Republic High School Centre. After taking a statement from Shri Chhalai, who confessed and admitted the charge, the Board has taken legal proceeding on the impersonator and on receiving this information, the University withheld the P.U. Science Examination Result of Shri Chhalai.

Extract of the Minutes of the 47th meeting of the Examination Committee, Mizoram Board of School Education held on 12th December, 1985, forwarded by the Secretary, Mizoram Board of School Education under letter dated 30th May, 1986, is reproduced below:-

"Resolution No. 3(i) -

"A case of impersonation was reported by the Centre Superintendent, Republic High School Centre, One Shri C. Vanmawia, S/o. Shri Thatmanga, Roll No. 807, a candidate for the HSLC (1985) Examination, engaged one Shri K. Chhalai, S/o. Shri K. Deichi (L) to appear in his stead. The impersonator was caught red-handed on the 5th December, 1985, while attempting the Science (Chemistry) Paper II. On further investigation, the impersonator was found to be a candidate for the P.U. (Sc) Examination under Roll No. 9694 and Registration No. 4829 of 1980 in the NEHU. The Committee took a serious view of this matter and it has decided that :-

- (1) The candidate's (Shri C. Vanmawia) examination for the year (1985) be totally cancelled.

Contd/...

- (2) The candidate be debarred from appearing in the HSLC Examinations conducted by the Mizoram Board of School Education for the next three consecutive years (i.e. till 1988).
- (3) Formal information regarding this case be sent to all the Headmasters/Principals of High Schools in Mizoram and the School/Education Boards of other States.
- (4) Legal proceedings against the impersonator (Shri K.Chhalai) be drawn under the appropriate provisions of law.
- (5) Detail report of the matter be given to NEHU and Principal, Pachhunga University College, for appropriate action from their end".

It is, therefore, submitted to the Executive Council for favour of necessary orders.

5 : 5:2(i)

- (ii) Permission to the examiners to travel by air and to provide them hospitality at a reasonable place befitting their status -

The examiners have been permitted by A.C. to travel by air within N.E. Region so as to save time and avoid inconvenience. The examiners for conducting practical examination or viva-voce are normally selected from different places beyond the N.E. Region. The examiners who are not entitled to travel by air under general rules do not like to come to Shillong/Kohima/Aizawl if they are not permitted to travel by air.

Our Guest House at Campus is still under construction while the one at Lachaumiere does not have all facilities, besides it remains packed throughout the year as it is also meant for transit accommodation.

The E.C. is requested to accord its approval for :-

- i) All examiners to travel by air from their place of stay to Shillong/Kohima/Aizawl and back.
- ii) Accommodation at a reasonably good place, say, Shillong Club till such time that our Guest House is operative and functional.

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5:7- Affiliation, Etc. -

(i) Permanent affiliations -

The Academic Council in its meeting held on the 12-13 May, 1966, had ratified the action taken by the Vice-Chancellor in granting permanent affiliation to the following colleges :

1. St. Edmund's College, Shillong.
2. St. Anthony's College, Shillong.
3. St. Mary's College, Shillong.
4. Lady Keane Girls' College, Shillong.
5. Patkai Christian College, Chumukidima, Nagaland.
6. Champhai College, Champhai, Mizoram.

The matter is reported to the Executive Council for consideration and approval.

5:7:2(1)

- (ii) Nomination of University representatives  
in the Governing Body of Mendipathar  
College, Mendipathar -

The 26th meeting of the Academic Council held on 12-13 May, 1986, had ratified the action taken by the Vice-Chancellor in nominating Prof. R.K.Rai, Department of Geography, NEHU and Dr R.P.Sharma, Reader in English, as University representatives in the Governing Body of Mendipathar College, Garo Hills for a term of two years with effect from 11th July, 1985.

The action taken by the Vice-Chancellor is reported to the Council for consideration and approval.

5:7:3(1)

- (iii) University representatives in the  
Governing Body of Hnahthial College,  
Mizoram -

The Academic Council in its meeting held on 12-13 May, 1986, had ratified the action taken by the Vice-Chancellor in nominating Shri Saingenga, Principal, Pachhunga University College, Aizawl and Dr A.N.Jaiswal, Reader in Psychology, NEHU as University representatives in the Governing Body of Hnahthial College, Mizoram, for a period of two years with effect from the date to be notified by the Government of Mizoram.

The matter is placed before the Council for favour of approval.

Item No. 6 ADMINISTRATIVE MATTERS :

6:1 - Selection Committee -

- (i) To consider the recommendations of the Selection Committee for appointment in the Centre for Bio-Physics and Self-Organising Systems -

The Selection Committee in Bio-Physics and Self-Organising Systems considered the bio-data of the candidates for the posts of Professor and Reader in the Centre. The bio-data of the candidates are placed at Annexures - I & II for information of the Council.

The Minutes of the Selection Committee will be tabled by the Chair.

Bio-data of Candidates for the post of Professor in Bio-Physics & Self Organising System : (S)

Annexure - I

Sl. No.	Name & Address	Date of Birth	Educational Qualification	Teaching Experience	Publications	Remarks
1.	Dr R.P. Bajpai, Department of Physics Himachal Pradesh University, Summer Hill, Simla - 171 005	10.7.1946	HS I 1957 IA I 1959 B.Sc I 1961 M.Sc I 1963 Associateship 1964 Ph.D 1970	Taught M.Sc & M. Phil. Classes, Lecturer - HBTI Kampur 7/64 to 9/67 Pool Officer IIT Kampur 12/70 to 10/71 Asstt Professor - H.P. University 10/71 to 9/77 Reader H.P. University since 9/77	16 Journals 11 Symposia 2 communicated	
2.	Dr Anil M. Dwivedi, 4305 Erie St # 514 Racine, WI53402	15-12-1947	B.Sc 1966 M.Sc 1969 Ph.D 1973 Always ranked among the top 5% students of the class	Asstt Prof - G.B. Pant Univ (6/73 - 6/75) Res.Assoc - Univ of Illinois (6/75 - 8/78) Visiting Scientist - Switzerland Fed. Inst.of Tech(8/78 to 3/73) Res.Assoc - The niv. of Michigan (3/79 - 3/81) Asstt.Res.Scientist - The Univ of Michigan (3/81 - 10/83) Senior Scientist - Johnson Wax Co., USA (Since Oct/83)	21 Journals 4 conferences	
3.	Dr P. Shukla Department of Physics University of Illinois at Urbana -Champaiga 1110 West Green Street Urbana, IL 61801, USA (On Study Leave from NEHU)	30.6.1951	HS I 1964 IA I 1966 B.Sc I 1968 M.Sc I 1970 Ph.D 1976	Res.Assc-Univ of Oxford 1975-77 - do -Univ of Illinois 1977-79 Reader in Physics, NEHU since 1979 Visit Asstt.Prof - Unive of Illinois	22 Journals 13 Proceeding etc 2 preprints and edited one book	
4.	Dr Kamal Kumar Department of Physics NEHU : Shillong	2.1.1945	HS I 1958 IA II 1960 B.Sc I 1962 M.Sc I 1964 Ph.D 1970	Taught M.Sc, M. Phil & Ph.D Classes Res.Assoc - I.I.Sc, Bangalore - 72-73 Post Doctorate Fellow-NRC, Canada 73-76 Res.Assoc - Univ of North Carolina(USA) 76-77. Res Assco -B.I.T.S. Pilani -78-82 Reader - NEHU since 1982	Reg. Paper - 15 Review - 1 Paper in Progress -3	

5. Dr M.A. Padmanabha Rao, 19.9.1937 B.Sc 1960 Post Doctoral Experience - 10 yrs 13 Papers in Journals  
 Defence Laboratory, Jodhpur - 342 001 M.Sc 1962 Lecturer in AIIMS - 11 yrs 30 Conference  
 Rajasthan Ph.D 1975 (AIIMS) Scientist 'D' Defence Lab. Jodhpur since 3/83

B.Sc 1960  
 M.Sc 1962  
 Ph.D 1975 (AIIMS)  
 Post Doctoral Experience - 10 yrs  
 Lecturer in AIIMS - 11 yrs  
 Scientist 'D'  
 Defence Lab. Jodhpur since 3/83  
 13 Papers in Journals  
 30 Conference

Bio-data of candidates for the post of Reader in Bio-Physics & Self Organising Systems :(S)

*Annexure - II*

Sl.No	Name & Address	Date of Birth	Educational Qualifications	Teaching Experience	Publication	Remarks
1.	Dr M. Yahiya Khan Deptt of Bio-Chemistry NEHU : Shillong	15.1.1953	HSLC I (Distn in Maths) PU I (Distn in Physics) B.Sc I (Chem: Hons) M.Sc I (Bio-Chemistry) M.Phil Bio-Chemistry 1978 Ph.D Bio-Chemistry 1982	Teaching P.G. since June/82	10	
2.	Dr Vinod Singh Research Officer, National Institute of Immunology, JNU Complex, New Delhi : 110 057	4.7.1956	M.Sc 1976 Ph.D 1980	JRF : 2/77 - 1/79 SRF : 2/79 - 6/80 Le in Chemistry 9/80 - 12/80 J.R. Officer - 1/81 - 5/82 Research Officer - 6/82 - 12/82 and January/83 till date	35	
3.	Dr G. Kumar Reader, Department of Bio-Chemistry NEHU	3.1.1953	B.Sc (Hons) - B M.Sc GPA-8.44 Ph.D 1980	Research Associate from July, 1982 - Oct, 1984 Reader from April/1985 till date.	16	

Item No. 6 ADMINISTRATIVE MATTERS :

6:2 - Appointment/Creation-Upgradation of Posts/  
Confirmation/Extension/Option/Transfer/  
Release/Termination/Resignation -

- (i) Resignation from the post of Lecturer  
in Psychology, Pachhunga University  
College, Aizawl, in respect of Dr Chitta  
R. Samant -

Dr Chitta R. Samant, Lecturer in Psychology, Pachhunga University College, Aizawl, has been granted extra-ordinary leave for sixteen days with effect from 1st August, 1985 to 16th August, 1985 on private affairs. He left the College on 1st August, 1985. After the expiry of the above leave, he again submitted two applications and requested to extend it for another period of two months with effect from 17th August, 1985 to 15th October, 1985.

Since he did not have any leave at his credit, the matter was kept pending for consideration on his return. But Dr Samant did not resume his duty and instead tendered his resignation on 25th November, 1985.

In terms of the Executive Council decision taken in the 40th meeting held on 26th May, 1984, the post held by Dr Samant may perhaps be considered as vacated with effect from the date he proceeded on leave.

The matter is placed before the Executive Council for approval.

6:2:2(1)

(ii)

Extension of the term of contract appointment in respect of Shri A.B. Roy Choudhury, Deputy Finance Officer.

Shri A.B. Roy Choudhury was appointed Deputy Finance Officer on contract basis for a period of one year with effect from 1. 7. 85. The appointment was approved by the Executive Council in its 46th meeting.

The one year term will expire on 30. 6. 86. Since ~~his~~ services are still required, it is proposed to extend the term of contract appointment by six months initially, which may further be extended upto one year if necessary.

The matter is placed before the Council for consideration.

6:2:3 (1)

(iii) Visiting Professorship in Computer Science at NEHU -

The Vice-Chancellor in his letter has invited Dr K. Sundaram, Department of Crystallography and Bio-Physics, University of Madras, Guindy, to come to the University as a Visiting Professor for starting teaching of Computer Science. Since the site for starting the Computer Science is incomplete and that the equipments are yet to be supplied by the Russians, the Vice-Chancellor has also stated in his letter to Dr Sundaram that the University will intimate of the best time to commence the visit.

The matter is placed before the Council for approval of the action taken by the Vice-Chancellor in inviting Dr K. Sundaram to the University.

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The matter is placed before the Council for approval of the action taken by the Vice-Chancellor in inviting Dr K. Sundaram to the University.

(iv) Confirmation of Dr. Amarnath Rai,  
Reader, Bio-Chemistry Deptt.

Dr. Amarnath Rai was appointed Reader in Bio-Chemistry Deptt. on 13.12.84 and was placed under probation period for one year up to 12.12.85. During the probation period Dr. Amarnath Rai was invited by the Swedish Natural Science Research Council as a Visiting Scientist for 6(six) months. The School Board of Life Sciences recommended the Study leave for the purpose as it was a prestigious assignment and was accordingly given the Study leave for 6 months to join the Swedish Natural Science Research Council as Visiting Scientist with the approval of the then Vice-Chancellor.

Prior to his departure for Sweden he had completed 9 (nine) months of probation and only three months remained. The question of confirmation has now come up.

Clause 6 of Ordinance OE(V) provides that professors & readers shall be appointed on probation for a period of 12(twelve) months. The Executive Council shall have the right to assess the suitability of a teacher for confirmation even before the expiry of the period of probation, but not earlier than nine months from the date of appointment. The Head of Department has duly recommended the confirmation of Dr. A.N. Rai. Alternately the confirmation of Dr. A.N. Rai may be taken up on the completion of the remaining three months of probation period, i.e., up to 6.7.86 as he assumed duties on 7.4.86.

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

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(iii) Visiting Professorship in Computer Science at NEHU -

The Vice-Chancellor in his letter has invited Dr K. Sundaram, Department of Crystallography and Bio-Physics, University of Madras, Guindy, to come to the University as a Visiting Professor for starting teaching of Computer Science. Since the site for starting the Computer Science is incomplete and that the equipments are yet to be supplied by the Russians, the Vice-Chancellor has also stated in his letter to Dr Sundaram that the University will intimate of the best time to commence the visit.

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Prior to his departure for Sweden he had completed 9 (nine) months of probation and only three months remained. The question of confirmation has now come up.

Clause 6 of Ordinance OE(V) provides that professors & readers shall be appointed on probation for a period of 12(twelve) months. The Executive Council shall have the right to assess the suitability of a teacher for confirmation even before the expiry of the period of probation, but not earlier than nine months from the date of appointment. The Head of Department has duly recommended the confirmation of Dr. A.N. Rai. Alternately the confirmation of Dr. A.N. Rai may be taken up on the completion of the remaining three months of probation period, i.e., up to 6.7.86 as he assumed duties on 7.4.86.

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

(v)

Confirmation and Permanent absorption  
of Dr.D.S.Babu, Reader Deptt. of Education.

Dr.D.S.Babu was appointed as Reader in the department of Education, NEHU, through Selection Committee, and was placed under probation period for one year. He joined the University on 1.5.84, after obtaining lien from his parent deptt., i.e., Regional College of Education Mysore, which released him with effect from 26.4.84. Dr.D.S.Babu has completed the probation period on 26.4.85, but has not been confirmed in the post as his lien expires on 26.4.86. His confirmation may perhaps be effective from the date his lien expires on 26.4.86.

After completion of probation period, Dr.D.S.Babu expressed his desire for permanent absorption in the University. The Head of the department and the Dean School of Education strongly recommended the permanent absorption of Dr.Babu and approval of the parent department i.e., N.C.E.R.T has been sought and obtained for his permanent absorption.

In view of above the confirmation of Dr.D.S.Babu in the post of Reader with effect from 26.4.86 and his permanent absorption is placed before the Council for consideration.

(vi)

Expiry of the deputation term in respect of Shri I Chuba Temjen Ao, Officer on Special Duty, NEHU Nagaland Campus.

Shri I. Chubatemjen Aó, Officer on Special Duty, Planning Department, Nagaland was appointed as Officer on Special Duty, NEHU Nagaland Campus on deputation terms with effect from 9. 9.83 initially for a period of two years in his own grade pay, provided pay plus deputation allowance should not exceed Rs.1800/- as per the Council's decision.

On the expiry of the two year deputation, his term was extended by one year which will expire on 8. 9. 86.

With the latest revision of pay scales by the Govt. of Nagaland, the scale of pay of Shri Chuba Ao has been revised to Rs.1670-2670 and his basic pay was fixed at Rs.1970/-p.m. of that scale with effect from 1. 2. 84 which clearly shows that his basic pay has exceeded the scale of pay of Deputy Registrar which is Rs.1200-1900/-.

On the orders of the then Vice-Chancellor, the pay was accepted by NEHU as it appeared that there was a proposal for placing the services of Shri Chuba Ao under the proposed Nagaland University.

In view of the above, the Council may kindly consider whether the period of deputation of Shri Chuta Ao should be extended after the expiry of his present term i.e. on 8. 9. 86 or whether he should be reverted to his parent department.

(vii)

## Confirmation of teachers

The following teachers have completed their period of probation in the University and have been recommended by their respective Deans and Heads of the Departments for confirmation.

Sl. No.	Names	Designation	Deptts.	Date of joining	Date of completion	Mode of Appt.
1.	Dr. V. K. Kumar	Reader	Commerce (Nagaland Campus)	8.2.85	8.2.86	S.C.
2.	Dr. B. K. Sharma	Reader	Zoology	15.3.85	15.3.86	S.C.
3.	Dr. V. B. Sharma	Lecturer	College of Agri.	16.1.84	16.1.85	S.C.
4.	Shri L. Ao	Lecturer	-do-	6.9.83	6.9.85	S.C.

The matter is placed before the Council for consideration.

( Viii) Contract appointment of Dr.V.S.Mahajan, Professor,  
Dept. of Economics, NEHU, Mizoram Campus, Aizawl.

The Executive Council at its 38th Meeting approved the appointment of Dr.V.S.Mahajan as Professor, Department of Economics, NEHU, Mizoram Campus on a contract basis for a period of one year with effect from 16.5.84 to the end of the semester ending on 31st July, 1985.

Before the expiry of the term his appointment was again extended for another period of one year with effect from August 1, 1985 to the end of the semester ending on July 31, 1986.

As the term of his contract appointment will expire on July 31, 1986 and in view of the Regulations JE-5/R-2 on contract appointments (copy at Annexure- A ) which stipulates that contract appointments shall automatically stand terminated at the expiry of three years.

The matter is placed before the Council for consideration.

## REGULATIONS

UE-5/R-2

## ON CONTRACT APPOINTMENTS TO ACADEMIC POSTS

(Clause 12(b) of Ordinance OE-5)

1. These regulations shall be termed 'Regulations on Contract appointments' and shall come into force with immediate effect.
2. Subject to the provisions of the Act, Statutes & Ordinances, the Executive Council shall have the power to make contract appointments against floating posts and against the vacant sanctioned posts in the teaching cadre viz., Professors, Readers and lecturers for furthering the cause of academic life and programmes of the University. Provided that 5(five) such appointments shall be made from amongst the persons of eminence and repute in their respective fields and working abroad for a period not exceeding three years; Provided further that such appointments shall in no case block any of the regular posts lying vacant in the cadre concerned.
3. The appointment shall initially be for a period of two years during which period the appointee shall have the opportunity to seek employment against a regular post in the University where-after he may look for appointment elsewhere. The contract may be renewed for another year but shall automatically stand terminated at the expiry of three years. There may be no bar to the appointee under this appointment being absorbed/appointed in a regular post subject to provisions under the statutes/ordinances.
4. The appointment shall not be against a specified vacancy but shall depend on the merit, suitability and status of the person vis-a-vis requirement of the Department concerned.
5. The person so appointed shall execute a bond to serve the University for a period of two years and shall be attached to a Department/Centre and carry out the duties entrusted to him/her by the Department/Centre concerned.
6. The person so appointed shall be entitled to the scale of pay of the post in which he/she is appointed and allowances as admissible under rules from time to time at the Campus concerned.
7. The expenditure for contract appointments shall be met out of the overall savings of the University under non-plan budget of the respective financial year.

March 1985.

- (ix) Contract appointment of Dr.J.P.  
Thapliyal, Prof. deptt. of Zoology.

Dr.J.P.Thapliyal was appointed Professor in the department of Zoology with effect from January 17, 1983 on contract basis for a period of 2½ years, up to the end of June 1985. The term was further extended for a period of one year with effect from July 1985 to the end of June 1986, thus bringing his contract to a total period of 3½ years.

The term of contract of Dr.J.P.Thapliyal will expire on June 30, 1986. As per Regulations OE-5/R-2, (Clause 12(b) of Ordinance OE-5) clause -(3) stipulates that a contract appointment shall automatically stand terminated at the expiry of 3 years.

Dr.Thapliyal has done research work in Radio Immuno Assay(RIA) and has expressed interest in continued work in this area. In view of his knowledge and experience in this field, it is felt that his services would be invaluable in setting up and starting work in RIA under the Centre for Biophysics. It is therefore proposed to offer Dr.Thapliyal a fresh contract in the rank of Professor under the Centre for Biophysics for a period of six months, i.e, from 1.7.86 to 31.12.86.

The matter is placed before the Executive Council for consideration.

(x)

Appointment of Heads of Departments.

The present term of Headship in respect of Dr. N. Malla, Reader, Department of Philosophy will expire on 6. 7. 86.

The only Professor in the Department of Philosophy is Prof. M. Miri and the other Readers are Dr (Mrs) S. Miri and Dr. C. R Agera.

Secondly, the term of contract appointment of Prof. S. K. Das, Pro-Vice-Chancellor and Head, Department of Commerce, Nagaland Campus, will expire on 30. 6. 86. The Department has no other Professors but one Reader i.e. Dr. V. K. Kumar.

The matter is placed before the Council for consideration of appointment of Heads of the above Departments on the expiry of the term of Dr. Malla and Prof. S. K. Das.

(xi) To consider the case of Shri Gopi Chand,  
Lecturer in Agronomy, College of Agriculture -

Shri B. Gopi Chand was appointed as Lecturer in Agronomy at College of Agriculture, Medziphema with effect from 24.1.83. Ever since 1984 there have been complaints regarding negligence of duty and other ~~undesirable~~ activities of Shri Gopi Chand. The latest being a complaint about Shri Gopi Chand being ~~acting up~~ a daily labourer in the Campus. The confidential report of the Principal and the report of the enquiring Committee is placed at Annexure I. Another confidential report received from the Principal in which the Principal has reported that Shri Gopi Chand has mis-behaved towards his fellow teachers and has refused to obey certain orders issued by the Principal leading to disruption of the teaching and other duties in the College. A copy of the report may be seen at Annexure II.

Shri B. Gopi Chand has not yet been confirmed in the service of the University.

The matter is placed before the Council for consideration.

o00o

Annexure I

No.CAN/PF/14/BG/86-8922

2nd June, 1986

CONFIDENTIAL

The Officer on Special Duty,  
North-Eastern Hill University,  
Shillong.

Sub : Forwarding of a letter from Mr. B. Gopichand, Lecturer in  
Agronomy, SASRD.

Sir,

I am forwarding herewith a letter from Mr P. Gopichand,  
Lecturer in Agronomy which is self explanatory. In this connection

I would like to say that his activities in the campus are  
undesirable for the institution which has been conveyed to you vide  
our letter No.CAN/PF-84/85/7205 dated 14.11.85. A copy of which  
is enclosed herewith for your kind reference.

Prior to that several complaints were received against him  
by the incharge of the department on several occasions and  
explanations were asked to him. In his connection kindly refer to  
our letter No.CAN/PF-21/80-3743 dt.26.3.84, No.CAN/PF-21/80/3749  
dt.26.3.84, No.CAN/PF-21/80/3721 dt.21.3.84 and No.CAN/PF-21/80/3720  
dt 21.3.84. At the later stage he picked up quarrel with the  
incharge of the department which was enquired into by the former  
Vice-Chancellor and found him guilty and placed under special  
probation for a period of 3 months, but Mr Gopichand did not  
improved his behaviour. He is in habit of neglecting the duties  
and not maintaining punctuality in taking classes which is  
apparent from the course which he took (AGR 527) during the  
second semester of last year, in which he took only one class in  
the whole semester which is apparant that he neglected his duties  
and he is not teaching students properly. Moreover he left the  
campus in the last week of December and he was expected to rejoin  
his duties from 9th Jan 1986, but he absented himself and he sent  
a telegram only on 20.1.86 requesting for leave which was refused  
and he was asked telegraphically to join his duties because the  
examinations were going on and the students grade sheets have to be  
finalised. But he did not respond to that telegram. Later on a  
D.O. letter was sent to him through his relative who is a student  
of this school and handed over the letter to him, but he did not  
respond and he joined the school only on 17th March, 1986. He  
neither submitted grade sheets of the students nor answer scripts  
for the courses which he has taken for the year 1985, which created  
problem in the campus in which final year students were involved  
and they were supposed to create a serious trouble in the campus.  
Ultimately the administration were compelled to open the room of  
Mr Gopichand to take out the related papers to prepare the grade  
sheets and results

After resuming his duties on 17.3.86, he submitted an Earned Leave application requesting for leave on medical ground for which he has submitted a certificate from a Doctor on a plain paper but when he was asked to submit Doctors' certificate on the prescribed proforma he kept mum and till today his reply has not received in the office.

On 17th April, 86 he left the campus for Shillong without any application for leave and he did not attend his duties on Monday because he was at Shillong on that day submitting some papers to the headquarter office and for Monday i.e. 19.5.86 no application were received till today in the office.

On 21st afternoon he had invigilation duty in the 1st hourly examination from 2.30 P.M along with other teachers. Unfortunately the other teacher was busy in taking classes and Mr Gopichand did not turn up in the examination duty upto 2.50 PM and the students came out from the examination hall as their examination was not started in time. Somehow, the other teacher, Dr V.B. Singh who was taking the class had been informed and he came and requested the students to sit for examination and then the exam. was started.

Recently he was attached to Dr P.L Kar, Prof. of Horticulture to assist him in the management of School farm about a month ago and during this period he has picked up quarrel with Dr Kar on two three occasions and Dr Kar has complained that Mr Gopichand should be removed from the farm affairs because he is hampering the development of the school farm instead of helping the development.

I think he is apprehending some action by the administration for his behaviour and conduct which is undesirable for any other institution and for that reason he has submitted this application like anticipatory bail in any police case. Now it is upto the administration at the headquarter to look i to it and take proper action. Here it has become very difficult for the administration to take work from him, because he is not behaving properly.

Yours faithfully,

Sd/-

(S.N. TEWARI)

Dean

Encl : A a

6:2:11(4)

Dated 16th May '86

URGENT

To

The Registrar  
North-Eastern Hill University  
Shillong

(Through proper channel)

Sub : Partiality towards me by the local administration  
of NEHU-SASRD, Medziphema

Sir,

I would like to bring it your kind notice that the local administration, the NEHU - SASRD, here at Medziphema was partial at times and put me to untold difficulties and mysteries. In this connection I would like to request you to bring this letter to wide notices of the Vice-Chancellor and appropriate bodies of NEHU to prevent any future attempts of the above said subject not to subject me the similar kind of mysteries, which I had faced for the last several years, which also cause to reduce my potential as a young teacher as well as Scientist, in future. I also ensure that this administration will attempt again and again to make loss to me. This apprehension is simply to make the administration, NEHU, at Shillong cautious; so that I will not be a looser of any kind.

Yours faithfully,  
Sd/-

(B. Gopichand)  
Lecturer in Agronomy

## REPORT OF THE ENQUIRY COMMITTEE HELD ON 16.10.85

The members of the enquiry committee after long deliberation, and careful consideration have reached the conclusion that Shri Shobhit Lal Mandal was beaten by Shri B. Gopi Chand, Lecturer in Agronomy on 14.10.85 in the morning. The conclusion is arrived at on the basis of what the members of the committee heard from the respondent and the defendant. Shri B. Gopichand however, categorically denied having beaten Shri Shobhit Lal Mandal, and he also declined to sign the statement he had made before the members of the committee. The members of the committee therefore had to reach the conclusion on the basis of what they heard from the witnesses.

The members of the committee also feel that the situation on the 14th morning was very provocative. Milk was in short supply and there is almost no alternative source of milk supply in the campus. The incident is very deplorable. The objective condition was very unfavourable and any incident might happen in such a sensitive situation. However, the members feel that Mr B. Gopichand, Lecturer in Agronomy was not at all justified in taking the law into his hands.

The members of the committee also feel that the human relation existing among members of the staff in this campus is far from healthy and desirable and the recurrence of such unfortunate incidents may be avoided by arranging get-together and cultivating amiable relationship in their every day life.

- |    |                  |   |             |      |
|----|------------------|---|-------------|------|
| 1. | Dr B. Majumdar   | - | Chairman    | Sd/- |
| 2. | Dr V.B. Singh    | - | Member      | Sd/- |
| 3. | Mr R.S. Thakur   | - | "           | Sd/- |
| 4. | Mr J.C. Unnithan | - | "           | Sd/- |
| 5. | Mr R.K. Sharma   | - | Member Secy | Sd/- |

6:2:11(6)

NEHU :: SASRD  
MEDZIPHEMA :: NAGALAND

Annexure II  
CONFIDENTIAL

No. CAN/PF/84-85/7206

14th Nov, 85

The Vice-Chancellor,  
NEHU, Shillong

Sub : Undesirable activities of Mr B. Gopichand, Lecturer  
in Agronomy, SASRD, Medziphema

Sir,

I am sorry to bring to your kind notice about the  
undesirable activities of Mr B. Gopichand, Lecturer in Agronomy  
which are as follows:-

In the last month on 14th Oct, 85 he has beaten a farm  
labour mercilessly. The incident was viewed seriously by NEHU  
Non-teaching Association Branch, Medziphema and they decided to go  
on pendown strike. The strike could be called off only when  
an assurance letter was given that action will be taken against  
the culprit after enquiry. I had to change the schedule time  
of Examination also on that date due to his undesirable activities.  
The report of the committee along with the minutes,  
medical report, a copy of the letter from NEHUNSA, a copy of my  
letter to Secretary, NEHUNSA and a copy of the notice for  
changing of schedule time of examination are enclosed for your  
kind perusal and necessary action.

Along with this incident, I would also like to point out  
that from the very beginning he has been creating trouble in the  
college campus and this is not his first act of this kind. He  
has been found to misbehave with his colleagues, superiors,  
subordinates and neighbours. He has been warned several times for  
his negligence of duty, disobeying the office orders, and  
misbehaviour. He was also placed under special probation for a  
period of 3 months vide your D.O Letter of dated 6.4.84 which  
was conveyed to him under this office letter No. CAN/PF-21/80/3888  
dated 16th April, 84 and he was given a chance to improve himself.  
His recent activities clearly indicate that he does not want to  
improve himself.

In view of the facts, it is requested that necessary  
action deemed fit may be taken against him to maintain the  
discipline in the school campus.

Yours faithfully,

Sd/-  
(D.N. YUPADHYAY)  
for Dean

Encl : A A

Copy to :-

1. The Registrar, NEHU, Shillong for his kind information.
2. His personal file

6:3 - Leave/Deputation -

- (i) Grant of Extension of Extra-Ordinary Leave for 1 (One) year with effect from 19.7.86 - 19.7.87 to Dr M. Waseem, Reader in English, NEHU, Shillong

Dr M. Waseem, Reader in English who was granted Extra-Ordinary Leave for the period of 2(two) years with effect from 19.7.84 - 18.7.86 to take up an assignment as Professor of English at Jamia Milia Islamia has requested for grant of extension of Extra-Ordinary Leave for one more year upto 19.7.87.

Clause 8(iii) (b) of Ordinance OE 6 governing services condition to teachers (Copy at Annexure I) states that extra-ordinary leave shall not exceed a maximum period of two years.

The matter is placed before the Council for consideration.

Wk

ooOoo

Extract from the Ordinance on Governing  
Leave to Teachers on the University

OE 6

Extra-Ordinary Leave : 8 (iii) (a) The Executive Council may also grant, at its discretion, extra-ordinary leave to a permanent teacher who has been selected for a teaching or research assignment in a University, a Research Institute or other similar important institution provided he has served the University for a period of at least three years and the application had been sent through and forwarded by the University;

(b) The leave in such cases shall not exceed a maximum period of two years;

(c) Notwithstanding any other leave which may be due to a teacher of the entire period for which the teacher holds the appointment out-side the University shall be without pay; and

(d) The period so spent shall not be counted for increment but shall count for seniority. The period shall not also count for pensionary/contributory provident fund benefits unless the pension/contributory provident fund contributions are paid by the teacher or the foreign employer.

Provided that no such leave shall be granted until after the expiry of five years after return from a previous spell of extra-ordinary leave or three years after study or sabbatical leave. If the teacher does not resume his duties in the University at the end of the period of extra-ordinary leave granted to him, he shall be treated as having resigned the post held by him in the University.

(c) Notwithstanding any other leave which may be due to a teacher of the entire period for which the teacher holds the appointment out-side the University shall be without pay; and

(d) The period so spent shall not be counted for increment but shall count for seniority. The period shall not also count for pensionary/contributory provident fund benefits unless the pension/contributory provident fund contributions are paid by the teacher or the foreign employer.

Provided that no such leave shall be granted

until after the expiry of five years after return from a previous

6:6 - Service Conditions/Financial & Other Benefits -

(i) Introduction of Group Savings Linked Insurance Scheme -

The non-teaching staff of the University have submitted a proposal for the introduction of Group Insurance Scheme for the benefit of the staff.

The Government of India, Ministry of Human Resource Development, in their letter No. F.13-2/86, dated 18th February, 1986 (Annexure - 'A') had communicated the decision of the Government indicating that a separate Group Insurance Scheme other than the G.I.S. could be implemented for the University staff which is formulated by the Life Insurance Corporation, that is, Group Savings Linked Insurance Scheme. This Scheme has already been introduced in Delhi University.

The Branch Manager, LIC, Shillong, Branch has expressed his willingness to extend necessary assistance in this regard for the employees of the University subject to submission of category-wise list of employees ( Group A,B,C,D) with relevant particulars as Annexure - 'B'.

The rates of the subscription applicable to the Central Government employees may be adopted by NEHU from which a part of the subscription (as fixed by the LIC) will be remitted to the LIC for Insurance Cover and the balance will be utilised for creating a Savings Fund in the University. The modalities for implementing the Fund would later be worked out by the Finance Department of the University.

The matter is placed before the Executive Council for taking a policy decision for introducing the Scheme.

6:6:1(2)

Annexure - 'A'

No. F.13-2/86-U.3  
Government of India  
Ministry of Human Resource Development  
(Department of Education)

New Delhi, the 18th February, 1986.

To

The Acting Registrar,  
North-Eastern Hill University,  
Lower Lachauviere,  
Shillong - 793 001.

Sub:- Group Insurance Scheme for the employees of  
autonomous bodies.

I am directed to forward herewith a copy of this  
Ministry's Circular No. 244/86-IFD, dated 3rd February, 1986  
on the subject mentioned above for information and guidance.

Sd/- Smt. Jacinta Bose  
Section Officer

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6:6:1 (3)

No. 244/86-IFD  
Ministry of Human Resource Development  
(Department of Education)

New Delhi dated 3.2.1986.

Sub:- Group Insurance Scheme for the employees of the  
autonomous bodies.

References are often received in this Division regarding institution of Savings-cum-Group Insurance Scheme for the benefit of the employees of autonomous bodies similar to the Central Government employees Group Insurance Scheme, 1980. The Ministry of Finance were consulted, have advised that a decision has been taken with the approval of Finance Minister that the autonomous bodies and public sector organisations should not be allowed to introduce such schemes outside the purview of LIC. It has also been pointed out by them that the LIC would now be in a position to offer attractive benefits as under the Central Government Scheme and that the autonomous bodies may approach the LIC for obtaining appropriate insurance cover for their employees. The LIC has a scheme called "Group Savings Linked Insurance Scheme" and presumably the employees of the autonomous organisations may obtain insurance cover under the aforesaid scheme.

All the Divisions and the Departments of Education and Culture are requested to keep the advice of the Ministry of Finance in view while considering proposals for introduction of Group Insurance Scheme in respect of autonomous organisations.

Sd/- Illegible,  
Director (Finance)

All Divisions in the Departments of Education & Culture

Copy to :- All AFAs/Desk Officers in I.F.D/D.O.I I.F. III.

LIFE INSURANCE CORPORATION OF INDIA  
GUWAHATI DIVISIONAL OFFICE

LIC BUILDING  
S.S.Road,  
G&S Deptt.,  
Guwahati - 781 001  
Ph.No. 51104

Re: Group Savings Linked Insurance (GSLI) Scheme -

It is known to all that Central Government and State Governments have their own arrangement for Group Insurance benefit to their employees. Under their Group Insurance Scheme the benefits are two fold-death coverage and savings amounts. These benefits are graded on the basis of four categories of employees as follows :-

	<u>Category</u>	<u>Death coverage</u>	<u>Monthly subscription</u>
1.	I	Rs 80,000/-	Rs 80/-
2.	II	Rs 40,000/-	Rs 40/-
3.	III	Rs 20,000/-	Rs 20/-
4.	IV	Rs 10,000/-	Rs 10/-

Since the Governments have restricted the above benefits only to their own employees LIC has devised the Group Savings Linked Insurance Scheme for employees of other concerns.

The benefits under LIC's scheme are similar to those of Government's scheme except some minor difference in premium rates and interest rates allowed by LIC.

Details of the scheme are given below :-

(i) Eligibility : The Scheme will be offered only to employees of Government, Quasi Government bodies, Central and State Government, Public Sector undertakings such as corporations, Boards and also to local Bodies including municipalities and Panchayats. At least 75% of the eligible employees should join at the outset and all new employees will have to compulsorily join thereafter. The scheme will be offered through the employer only and not through any association or welfare society, etc.

(ii) Minimum Membership : The scheme will be offered to only such of those groups consisting of at least 50 members.

Contd/....

(iii) Extent of Cover :- Cover may be uniform for all employees with a maximum limit of Rs 10,000/- . If higher cover is desired the employees will have to be categorised on lines similar to the Central Government employees into not more than four categories based on their designation and cover will be granted on a graded basis as desired by the Group subject to a ceiling of Rs 10,000/- , Rs 20,000/-, Rs 40,000/- or Rs 80,000/- per member depending upon the category.

(iv) Insurability : Employees who are not absent on medical grounds on the date of joining the scheme may be admitted to the scheme. Those who do not satisfy this condition will be admitted on the next annual renewal date only.

(v) Data to be submitted :- Complete list of employees should be submitted showing their names designation, date of birth and category where applicable. Where there is no clearcut category then the employees should be categorised on the basis of their salary so as to give them the above graded benefit. New entrants will be admitted to the scheme on policy anniversaries only. However, exits such as death retirements, resignations will have to be furnished on a monthly basis.

(vi) Increase in cover consequent upon change in category - Where graded cover depending upon category has been graded, the member will be allowed to increase in cover as a result of change of category from the policy anniversary immediately following the change of category.

(vii) Monthly Contribution :- The premium rate for death coverage for each category of employees will be decided on the basis of the age distribution in each category which will be compiled from the data furnished by the employer. After fixing the monthly premium rate for death coverage, the monthly savings premium is fixed. The monthly savings premium will be atleast twice the monthly premium for death coverage subject to the further stipulation that the minimum monthly contribution payable by the employee (being the sum of death coverage premium and the savings premium) will be atleast Rs 10/- for a cover of Rs 10,000/- and in the same proportion for cover at other levels. The monthly rate of contribution as fixed in the above manner will continue for three years and a review of the rates will be done at intervals of every three years. The monthly rate will apply to all new entrants admitted to the scheme on the two subsequent annual renewal dates.

(viii) Regular Remittance of Premium:- It is absolutely necessary that the monthly contribution recovered from the salary are remitted on or before the due dates. The remittance should include the contributions pertaining to such of those employees from whom recoveries could not be made by the employer for one reason or other. For this purpose the employer may keep a contingency fund or treat the amount advanced as sundry advance to the employee.

Contd/...

(ix) Commencement Date of the Scheme :- Since contributions are payable in advance for every month and salaries are normally disbursed at the end of a month or on 1st of a month the commencement date of GSLI scheme may be preferably fixed at 20th of a month so that sufficient time is available for administrative work at the employer's end and remittance are received on or before 20th at all times.

(x) Experience Rating :- Experience rating for allowing profit-sharing will be done at intervals of three years depending on the size of the Group. The employees share of surplus, if any, would be first apportioned according to the total sum assured for each category and the amount so arrived at for a particular category would be divided equally among the members existing on the policy anniversary on which the Experience rating is determined. This amount will be credited to each employees savings accumulation on that date.

(xi) Interest Rate for Accumulation of Savings : The interest rate for accumulation of savings will be determined by the Corporation from time to time. The present rate is 11% per annum compounding yearly.

(xii) How the Benefits will be Payable :- In case of death prior to normal retirement date the death coverage sum-assured of the appropriate category will be paid together with the accumulated savings amount as upto the date of death of the deceased employee. In case of normal retirement and pre-exist other than by death, only accumulated savings amounts will be paid. The accumulated savings includes the interest as earned by the employee.

Sd/- Illegible,  
Branch Manager (G&S)

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