

**(xix) Pre-mature Retirement of Ms B.J.Nicol,  
Section Officer, NEHU, Shillong.**

In furtherance of the Review Committee of 18.4.96 recommendation vide Annexure I, the Vice-Chancellor is pleased to pre-maturely retired Ms.B.J.Nicol, Section Officer, NEHU with effect from 1.5.96 vide order placed at Annexure-II. This has been decided in consonance with the General Policy decision approved earlier vide Executive Council Resolution No.EC:86:95:4(xii) dt.18.7.95, on the matter of pre-mature retirement of Non-teaching staff. The dues payable to the above incumbent have been ordered for payment as per Annexure III attached. This is so far as the period of absence is concerned, she had also drawn the salary for three months in lieu of notice. In respect of pension etc. the incumbent will have to apply accordingly as per procedure.

The matter is thus reported to the Council for favour of ratification of the action taken by the Vice-Chancellor.

No.F.1-8/Estt.I/PER/91-Vol.II/1408

(1) Smt. B.J. Nicol may be pre-maturely retired from service with effect from the date to be decided by the Vice-Chancellor.

(2) In view of the absolute inefficacy of the incumbent, the University may not resort to giving her three months' notice but pre-maturely retire as per FR 56(i) by paying three months' pay and allowances in lieu of such notice in public interest.

(Sd/-)  
(E. NARAYAN)  
Finance Officer

(Sd/-)  
(A. PATTON)  
Registrar &  
Controller of Examinations.

ANNEXURE-I

The Committee appointed for the purpose of considering the proposal for retention in service or premature retirement in respect of Smti. B.J.Nicol, Section Officer met in the office of the Registrar on 18.4.96 at 11.00 a.m. The Committee on going through the personal file and records of Smti.Nicol observed that the official is a habitually and persistently unpunctual in attending and leaving the Office and often abruptly absenting herself from duties without any authority, verbal or written. This attitude of hers has made her role as a Section Officer most ineffective as also had demoralising effect on her subordinates.

The Committee also observed that a great number of complaints have been received against her and also several memoranda and warnings have been issued to her. It was seen that all such memos and warnings did not have any positive effect on her. As a matter of fact, the number of complaints, memos so large in number, which were issued to her prove that every effort had been made by the office to reform her and mend her ways and more than usual efforts have been made to meet the end of natural justice.

There is also a record in the file that realising her inefficacy in the office the Establishment Section in 1994 while explaining the rules on voluntary retirement or compulsory retirement as contained in FR 56(k) and FR 56(j) had asked her whether she would be willing to opt for voluntary retirement or not, to which she replied in the negative. There is also a record in the file that she did promise that she would make an effort to amend herself. Unfortunately, it was observed that the Annual Confidential Report of the period ending 31.3.95 had been recorded as 'poor' in the overall performance which was considered as adverse. The same was communicated as per rules but there was no representation from her side on the remarks made.

In consideration of all the above as also the relevant rules on conditions of premature retirement and having fully satisfied itself, the Committee made the following recommendations:

- (1) Smti.B.J.Nicol may be prematurely retired from service with effect from the date to be decided by the Vice-Chancellor.
- (2) In view of the absolute inefficacy of the incumbent, the University may not resort to giving her three month's notice but prematurely retire as per FR 56(j) by paying three months' pay and allowances in lieu of such notice in public interest.

Sd/-  
( A.PATTON)  
Registrar &  
Controller of Examinations.

Sd/-  
(L.NAMFUI)  
Finance Officer.

No.F.1-8/Estt-I/PER/91-Vol.II/420

Dated 30.4.96

ORDER

Whereas the undersigned is of the opinion that it is in the public interest to do so; now therefore, in exercise of the powers conferred by Rule 56(j) of the Fundamental Rules, or Rule 48 of the Central Civil Services (Pension) Rules, 1972, the undersigned hereby retires Smti.B.J.Nicol, Section Officer, NEHU, Shillong with effect from 1.5.96, she already having attained the age of more than 50 years. The undersigned also directs that Smti.Nicol shall be paid a sum equivalent to the amount of her pay plus allowances for a period of three months calculated at the same rate at which she was drawing them immediately before her aforesaid retirement in lieu of three months' notice.

Sd/-  
(B.PAKEM)  
Vice-Chancellor,  
NEHU, Shillong

To

Smt.B.J.Nicol  
Section Officer,  
Guest House, NEHU, Shillong.

Copy to:

1. The Finance Officer, NEHU, Shillong for necessary payment.
2. Asst.Registrar (Finance-II) NEHU, Shillong.
3. Asst.Registrar(Admn) NEHU, Shillong.
4. S.O.(Salary) NEHU, Shillong.
5. S.O.Estt-I(Appt) NEHU, Shillong.
6. P.S. to Vice-Chancellor, NEHU, Shillong.
7. Sr.P.A. to Registrar, NEHU, Shillong.

Sd/-  
( B.PAKEM)  
Vice Chancellor,  
NEHU, Shillong.

No. 1-8/Estt-I/PER/91-Vol.II/1384

Dt. Shillong 2/7/96

ORDER

Sanction of the Vice-Chancellor, North Eastern Hill University, Shillong is hereby conveyed that the under-mentioned period of absence in respect of Smt. B.J. Nicols, Section Officer, NEHU, Shillong since retired on 1.5.1996 (F/N) be treated as 'Dies-non'.

1.	w.e.f. 17.7.95 to 5.8.95	- 20 days
2.	w.e.f. 16.8.95 to 31.8.95	- 16 days
3.	w.e.f. 5.9.95 to 8.9.95	- 4 days
4.	w.e.f. 16.9.95 to 30.9.95	- 15 days
5.	w.e.f. 9.10.95 to 30.4.96	- 205 days

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Total - 260 days

Sd/- dt. 1/7/96

( C.D. RYNJAH )  
Asst. Registrar, Estt-I

Copy to:

1. Finance Officer, NEHU, Shillong. | The salary of Smt. B.J. Nicols which has been withheld vide
2. The Section Officer, Salary section, NEHU, Shillong. | even No. 1738 dt. 27.7.95 may now be drawn and disbursed to her accordingly.
3. Smt. B.J. Nicols, Mawlai Mawroh, Near PTS, Shillong.

(xviii) Extension of deputation period from 1.7.96 to 31.12.96 in respect of NEHU Teachers SASRD at the Nagaland University.

No:EC:90:96:3:(xviii): The Council ratified the action taken in extending the term of deputation of the following teachers to enable them to serve the University of Nagaland for a further period of six months, that is, upto 31.12.1996.

1. Dr.N.P.Singh	Reader	Department of Agronomy, SASRD
2. Dr.D.P.Sharma	Reader	Department of Physics, SASRD
3. Dr.D.N.Upadhyay	Reader	Department of Plant Pathology.
4. Dr.K.K.Singh	Reader	Department of Botany, SASRD
5. Dr.B.S.Chauhan	Professor	Soil Conservation, SASRD
6. Dr.R.C.Gupta	Lecturer	Chemistry, SASRD
7. Dr.D.P.Chaturvedi	Reader	Entomology, SASRD
8. Dr.V.Sharan	Lecturer	Agril.Engg., SASRD
9. Dr.D.Sanyal	Lecturer	Horticulture, SASRD
10. Dr.S.K.Sharma	Sr.Lecturer	Agril.Chem, SASRD.

(xix) Premature retirement of Ms.B.J.Nicols, Section Officer, NEHU, Shillong.

No:EC:90:96:3:(xix): The Council approved the action taken on the premature retirement of Ms.B.J.Nicols, Section Officer with effect from 1.5.96.

(xx) Selection Committee for appointment of Teaching & Non-Teaching Group 'A' Posts

No:EC:90:96:3:(xx): The Council ratified the action taken in appointing the seniormost Pro-Vice-Chancellor as a member of the Selection Committees under Statute 20 and the Pro-Vice-Chancellor Tura Campus for the Selection in History Department. The Council further authorised the Vice-Chancellor to appoint any of the Pro-Vice-Chancellors on behalf of the Council for future selections.

Contd/.../-