

1) PAY ANOMALY IN RESPECT OF NON TEACHING STAFF OF THE UNIVERSITY

The University Administration have been receiving Representation /prayers from different categories of Non Teaching Employees on different types of anomalies on admissibility of appropriate scale of pay, on admissibility of 'One Upward Movement' scale of pay thereof, merger of two or more pre-revised scale of pay into a identical scale of pay and resultant confusion in the hierarchy etc. Most of the anomalies cropped up after revision of scale of pay w.e.f. 1.1.86 (4th CPC) magnitude of which increased after revision of scale of pay w.e.f.1.1.96 (Vth CPC). These apart, same guidelines of the UGC, decision of the University and difference in scales of pay for same post in Central Universities contributed towards the anomalies. To set right the anomalies the effected staff have been approaching the University Administration both individually and collectively for the past ten years or so. NEHUNSA also pressing very hard to settle the disputed issues. Accordingly, the Vice-Chancellor appointed one committee to examine all the issues and to suggest ways and means to settle the issues once for all . The committee comprised of the following teachers/officers.

1.	Prof.A.C.Sinha,	Chairman.
2.	Prof.A.N.Rai ,	Member
3.	Prof.P.Tandon,	Member.
4.	Registrar,NEHU,	Member.
5.	Finance Officer,NEHU,	Member.
6.	Deputy Registrar,Estt-I/CRC,	Member.
7.	Representative of NEHUNSA,	Member.
8.	Assistant Registrar, CRC,	Member Secretary.

Terms of reference of the committee was to

1. Recommend the admissibility of a rational scale of pay keeping in view the different orders of the University, UGC, Govt.of India , recruitment criteria etc.vis-à-vis recommendation of different pay commission.
2. Recommend the cadres where one upward movement under "One up ward Movement scheme" of the UGC should be admissible and the admissible scale thereof.
3. To suggest ways and means to set right the anomalies cropped up after revision of the scale of pay after 1.1.96.
4. Introduction of the Assured Career Advancement scheme in the University.
5. Any other relevant aspects.

The committee was directed to submit its recommendation etc. on or before 31.10.2000 (which was extended up to 31.12.2000).

The minutes of the meeting was placed before the Executive Council for consideration in its 108th meeting. But the E.c. could not take up the matter and deferred the same for the next meeting. The matter is, therefore, placed before the Executive Council (as at Annexure- 'A').

MINUTES OF THE ANOMALY COMMITTEE CONSTITUTED BY THE UNIVERSITY TO
RECOMMEND REMEDIAL MEASURES TOWARDS SETTING RIGHT OF THE ANOMALOUS
PAYSCALES, ETC ARISING OUT OF THE IMPLEMENTATION OF THE VTH CENTRAL
PAY COMMISSION REPORT.

The University Administration has been receiving representations from different categories of non-Teaching Employees on different types of anomalies on admissibility of appropriate payscales, admissibility of one upward movement and scale of pay thereof, merger of two or more pre-revised scales of pay into an identical scale of pay and resultant confusion in the hierarchy, etc. To set right the anomalies, the Vice Chancellor appointed a Committee namely, ANOMALY COMMITTEE to examine all the issues and to suggest ways and means to settle the issues once and for all. The Committee comprised of the following Teachers/Officers:

1. Prof. A.C. Sinha - Chairman.
2. Prof. A.N. Rai - Member.
3. Prof. P. Tandon - Member.
4. The Registrar, NEHU - Member.
5. The Finance Officer, NEHU - Member.
6. The Dy. Registrar, E.I/CRC - Member.
7. The Gen. Secretary, NEHUNSA - Member.
8. The Asst. Registrar, CRC. - Member Secretary.

The terms of reference of the Committee is to:

1. To recommend the admissibility of a rational scale of pay in view of different orders of the University, University Grants Commission, Govt. of India, Recruitment criteria, etc., vis-a-vis recommendation of different Pay Commissions.
2. To recommend the cadres where one upward movement under, 'One Upward Movement Scheme' of the UGC should be admissible and the admissible scale of pay thereof.
3. To suggest ways and means to set right the anomalies cropped up after revision of payscales w.e.f. 1.1.96.
4. Introduction of the Assured Career Progression Scheme in the University.
5. Any other relevant aspects.

The Committee had a series of meeting where various issues numbering 21 were discussed and examined in depth and details. The Committee took special note of the UGC's letter No. 31-3/97 (CU) dt. 15.7.2000 where the Commission conveyed its decision for the settlement of the anomalies in the scale of pay granted to the non-teaching staff of the Jawaharlal Nehru University, vis-a-vis the scales of pay to be granted to each category of non-teaching employees in the Central Universities and to set right the anomalies in NEHU as far as practicable.

Finally the Committee made the following recommendations:-

1. UPWARD SCALE FOR THE POST OF GESTETNER OPERATOR:

The Committee observed that the scale of pay of Rs. 950-1500/- under the One Upward movement does not entail any monetary benefit to the Gestetner Operator. However, since it is the immediate higher payscale than the core payscale of Rs. 950-1400/-, the same has been granted to them. But the UGC in its letter No. 31-3/97 (CU) dt. 15.7.2000 has prescribed the pay-scale of Rs. 1200-1800/- as an upward scale in the one upward movement in respect of the Gestetner Operator, the Committee recommends that the pay-scale in respect of the Gestetner Operator be regulated as follows with effect from the date of their eligibility for the benefit of one upward movement.

- a) Core pay scale : Rs. 950-20-1150-25-1400/- revised to Rs. 3050-75-3950-80-4590/-
- b) Scale of pay under: Rs. 1200-1800/- revised to Rs. 4000-100-6000/- one upward movement.

The List of payscales forwarded by the UGC vide Letter No. 31-3/97 (CU) dt. 15.7.2000 is attached as Annexure - I. (GO's upward scale at Sl.55)
Contd...P..2.

2. CORE PAYSACLE FOR THE POST OF COACHES:

The Committee examined the payscale of the coach and found that the scale of pay of Rs.1200-2040/- (Pre-revised) was not the approved payscale. The University has written to the UGC to convey the approved payscale for this post to which the Commission directed the University to consult the N.I.S. Patiala for the same. The NIS Patiala (currently merged with Sports Authority of India) vide letter No.510(13)SP(ES)/Estt.Coaches/88 dt. 30.8.88 has forwarded the payscales for various categories of coaches. Based on the qualification and payscales prescribed by the NIS Patiala, the Coaches of the University falls under the Grade III with the payscale of Rs.1640-2900/- (Pre-revised) and accordingly the coaches of the University have been extended with this payscale till date since no other payscale has been prescribed by the UGC even in its recent letter dt. 15.7.2000.

However, the records revealed that there are two categories of Coaches who enjoyed this payscale (Rs.1640-2900/-). One category is by virtue of one Upward movement and the other by way of adoption of the payscale prescribed by the NIS Patiala. To set right this anomaly, the Committee recommends that the Coaches should have a single payscale only the one as prescribed by the NIS Patiala since adopted by the University as indicated above and the the upward scale under the one upward movement should be based on the said payscale. to be specific the core payscale for all categories of coaches should be Rs.1640-2900/- (Pre-revised) and the upward scale Rs.2000-3500/- (Pre-revised).

Letter from the NIS Patiala referred to above is placed at Annexure - II.

3. ANOMALY IN THE PAYSACLE OF ASSISTANT/PERSONAL ASSISTANT:

The Committee examined the abnormal situation in the scale of pay in respect of these two categories of staff which cropped up on the one hand due to the granting of Rs.1640-2900/- by the UGC with effect from 1.1.86 and not allowing the corresponding revised scale of Rs.5500-9000/- with effect from 1.1.96 to those appointed/promoted in these two grades after the notification for revision of payscale has been issued and instead place them in the payscale of Rs.5000-8000/- while on the other hand has allowed the revised payscale of Rs.5500-9000/- (on personal basis) to those whom the pre-revised scale of pay was Rs.1640-2900/-. The Committee noted that in view of the directives of the UGC, the University has two sets of payscales, i.e. Rs.5500-9000/- and Rs.5000-8000/- respectively for the same category of staff. The Committee also noted that the UDCs or Stenographers were granted the payscale of Rs.1640-2900/- under the one upward movement scheme. Thus, the Assistants/Personal Assistant who got promotion after 10.4.98 (date of issue of the Notification for revised pay scales) are getting a lower payscale than the UDCs with one upward movement payscale.

The Committee, therefore, felt that there should not be two sets of payscales and in order to bring the Assistants/Personal Assistant at par with those enjoying the pre-revised higher payscale recommends that Rs.1640-2900/- should be adopted as the core payscale for these two categories of staff as (i) on personal basis till such time direct open recruitment is made or (ii) on promotion of the staff of lower rank having no connection with the scale of Rs.1640-2900/- revised to Rs.5500-9000/-.

However, the UGC in its recent communication has instructed the University to place this issue before the Working Group which is likely to visit the University in near future. As such, the matter is placed at the discretion of the EC to decide whether to go ahead with the above proposal or to abide with the instructions of the UGC.

UGC's letter referred to above is placed at annexure-III.

4. UPWARD MOVEMENT Payscale FOR THE POST OF SENIOR FARM SUPERVISOR.

The post of Senior Farm Supervisor is an isolated post having a lone incumbent. After the post has been redesignated from the existing designation of Farm Supervisor, the payscale has been raised to Rs.1320-2040/- from the original payscale of Rs.1200-2040/- (pre-revised) with effect from the date of his joining. But with the revision of payscales, w.e.f. 1.1.96, the payscale of Rs.1200-2040/- and Rs.1320-2040/- has been merged and a new payscale of Rs.4000-6000/- has been recommended by the UGC. The incumbent has completed 8 years of service, but in absence of any other posts in the hierarchy, it has become difficult to determine the correct payscale in the upward movement payscale. This has become more confusing because in the Ministerial Cadre, the UDC having the payscale of Rs.1200-2040/- have been granted the payscale of Rs.1640-2900/- in the one upward movement.

The Committee, therefore, taking into consideration the payscale of the similar post in the Government of India Departments, recommends that the upward scale in respect of the Senior Farm Supervisor should be as follows:-

a) Core payscale - Rs.4000-6000/- and upward movement scale-Rs. 5000-8000/-.

5. UPWARD MOVEMENT SCALE OF PAY IN RESPECT OF ASST.PRESS MANAGER:

The Committee felt that the Asst.Press Manager of the University Press is entitled to the benefit of one upward movement in the scale of pay in view of the fact that the payscale of Rs.2000-3500/- (Pre-revised) granted by the University to the incumbent is the replacement of the lower scale of pay as per the directive of the UGC. The Committee, therefore suggests that the incumbent may be granted the benefit of one upward movement and may be placed in the payscale of Rs.2200-4000/- (pre-revised) revised to Rs.8000-13500/-

6. FITMENT OF THE SCALE OF PAY FOR THE POST OF SENIOR TECHNICAL ASSTT.

The Committee observed that there is also a confusion in the entitlement of the appropriate payscale for this post. However, in view of the fact that 3 of the incumbents have sought legal intervention and the case being subjudiced, the Committee did not find appropriate to discuss the issue.

6. PROMOTION SCHEME OF THE DRIVERS:

The Committee noted that the anomaly has cropped up due to the merger of two different pre-revised scales of pay of Rs.1200-1800/- (applicable to Drivers Grade II) and Rs.1320-2040/- (applicable to Grade I drivers) into a single payscale of Rs.4000-6000. Though this anomaly has been settled by the Govt. of India by granting a payscale of Rs.4500-7000/- against the Pre-revised payscale of Rs.1320-2040/-. However, the Committee noted that the anomaly still exists due to the fact that prior to the introduction of the Promotion Scheme, the benefit of one upward movement has been extended to the eligible drivers where the payscale allowed were different from the scale admissible in the promotion scheme. To set right this anomalous situation, the Committee proposes that all such scales should be rationalised as per the scales of pay given below which is within the prescribed norms of the UGC:

A. Drivers (Ordinary Grade):

Core payscale : Rs.950-1500/- revised to Rs.3050-4590/-

Upward scale : Rs. 1200-1800/- revised to Rs.4000-6000/-

B. Drivers Grade II:

Core payscale : Rs.1200-1800/- revised to Rs.4000-6000/-

Upward scale : Rs.1320-2040/- revised to Rs.4500-7000/-

C. Drivers Grade I

Core payscale : Rs.1320-2040/- revised to Rs.4500-7000/-

Upward scale : Rs.1400-2300/- revised to Rs.5000-8000/-

8. FITMENT OF THE SCALE OF PAY OF SANITARY INSPECTOR:

The Committee noted that the scale of pay of Rs.1200-2040/- revised to Rs.4000-6000/- granted to the Sanitary Inspector was not an approved payscale. The UGC vide letter dt.15.7.2000 has prescribed the payscale in respect of this post with Rs.1400-2300/- revised to Rs.4500-7000/- and the higher payscale in the one upward movement shall be Rs.5000-8000/-.

For the approved payscale the annexure-I Sl.19 may please be referred to.

9. APPROPRIATE SCALE OF PAY OF THE LABORATORY ATTENDANTS:

The Committee examined the representations submitted by the Laboratory Attendants of the University requesting to grant them the pay-scale of Rs.950-1400/- on the analogy of the Delhi University. To substantiate their claims, they have referred to the advertisement issued by the Delhi University in 1997. The Committee after careful consideration observes that the UGC in the letter dt.15.7.2000 has prescribed the pay-scale which was already granted to the Lab. Attendants. (Rs.8000-1150/-) However, they shall be eligible to the pay-scale of Rs.950-1400/- in the one upward movement as prescribed by the UGC.

10. APPROPRIATE SCALE OF PAY UNDER ONE UPWARD MOVEMENT IN RESPECT OF PRESS ATTENDANT.

The Press Attendant of the University has submitted a representation requesting the University to extend the pay-scale of Rs.950-1500/- on the analogy of the advertisement made by the Govt. of India Text Book Press. The Committee examined the matter in the light of the UGC's approved pay scale and found that there is anomaly in the scale of pay granted to the Press Attendant of the University. As such, it was recommended that the existing scale of pay of Rs.8000-1150/- (Pre-revised) should stand. However, since the pay-scale is identical to that of the Laboratory Attendant and the nature of duties is technical in nature, it is proposed that the same pay-scale of Rs.950-1400/- may be extended to the Press Attendant in the one upward movement scale.

11. ADMISSIBILITY OF APPROPRIATE PAYSACLE TO THE PROOF READER IN THE ONE UPWARD MOVEMENT:

The Committee examined the claims of the Proof Reader of NEHU for granting the pay-scale of Rs.5500-9000/- under the one upward movement Scheme from the existing core pay-scale of Rs.4000-6000/- (Pre-revised Rs.1320-2040/-). The Committee found that the pre-revised scale of pay of the UDCs of the University was lower than the prescribed scale of pay of the Proof Reader. (Pre-revised scale of pay of UDCs was Rs.1200-2040/- while it was Rs.1320-2040/- for the Proof Reader). However, the UDCs were granted the scale of pay of Rs.1640-2900/- (revised to Rs.5500-9000/-) under one upward movement. Hence, the Committee felt that the Proof Reader cannot be granted any scale of pay under one upward movement which is lower than the scale of pay granted to the UDCs (under one upward movement). The Committee found that the claim of the incumbent is justified and recommends that the scale of pay of Rs.5500-9000/- may be granted to the Proof Reader. In this regard, the Committee noted the fact that the UGC has not prescribed any revised scale of pay for the post of Proof Reader whereas in the Govt. of India, Dept. of personnel, Public Grievances and Pension, the scale of pay of Rs.5500-9000/- has been allowed as a core scale of pay for the post of Proof Reader.

12. APPROPRIATE SCALE OF PAY FOR THE POST OF DARK ROOM CAMERA OPERATOR:

The Committee after careful examination of the claims of the incumbent holding the post of Dark Room Camera Operator for granting the higher pay-scale of Rs.1400-2300/- (pre-revised) substituting the lower scale of pay of Rs.1200-2040/-, did not recommend for extension of the higher pay-scale as prayed for due to the fact that the claim lacks justification. However, in the one upward movement, the Committee recommends that the incumbent be given the pay-scale of Rs.1400-2300/- revised to Rs.4500-7000/-

13. GRANT OF HIGHER Payscale TO THE GROUP D EMPLOYEES IN THE ONE UPWARD MOVEMENT SCHEME.

This agenda has been dropped as it lacks justification.

14. ANOMALY IN THE SCALE OF PAY OF TECHNICIAN GRADE II & III OF USIC.

With the introduction of the revised pay scales, the Govt. of India has merged the two pay scales of Rs.1200-2040/- and Rs.1320-2040/- into one single pay scale and introduced a pay scale of Rs.4000-6000/-. This merger had an adverse effect in the pay scale of Technicians of the USIC. In this Centre, the pay scale of Rs.1200-2040/- belongs to the Technicians-III where-as the pay scale of Rs.1320-2040/- is the pay scale of Technicians-II. The Technician-II is the higher post than that of Grade III. This has posed a serious problem in matter of granting promotion for the Technician Grade III in view of the merger of pay scale. The University has written to the UGC on this count but has only received a vague reply which did not solve the problem. Since the USIC is governed by a separate UGC's guidelines, the Committee recommends to remind the UGC and to request the Commission to grant the pay scale of Rs.4500-7000/- as a replacement scale in respect of Rs.1320-2040, as done in the case of Drivers Grade I. If no reply is received from the UGC within a reasonable time, the Committee recommends to settle the matter administratively with the approval of the E.C.

15. HIGHER SCALE OF PAY FOR PROFESSIONAL ASSISTANT OF LIBRARY CADRE:

The Committee examined the orders of the UGC issued in 1987 wherein the Professional Assistants of the University Library having a pay scale of Rs.1640-2900/- (pre-revised) on completion of 10 years of continuous and satisfactory service were granted a rationalised pay scale of Rs.2200-4000/- (Pre-revised). Due to this, the Professional Assistant are not getting the one upward movement benefit.

Smti. S.N. War, Professional Assistant of the University who has completed 10 years of regular service has requested the University that she may be considered extension of the rationalised pay scale as stated above. The Committee could not make any recommendation in this regard as the notification dt. 8.4.98 of the UGC stipulated that the admissibility of the revised pay scale would be contingent upon discontinuance of the career growth scheme, promotion (personal) scheme, however, there is no mention about this rationalised pay scale. The letter dt. 4.7.2000 regarding the Professional Assistant is not clear whether the scheme is operative or not. The Committee, therefore, recommends to seek clarification from the UGC in this regard.

16. ADMISSIBILITY OF ONE UPWARD MOVEMENT TO THE CALLIGRAPHISTS:

The Calligraphist of the University has submitted representations requesting the University to extend the benefit of one upward movement to them as done to the rest of the non-teaching staff of the University. The Committee examined their claims in depth and observed that the calligraphists have already been granted monetary benefit by way of upgradation of their pay scales at par with the incumbent in the Ministerial cadre and their current pay scale is in the range of Rs.2000-3500/- revised to Rs.6500-10500/- whereas the core pay scale is only Rs.4000-6000/-. The Committee, therefore, recommends that their request cannot be entertained in view of the provision of the UGC governing the grant of one upward movement which says that the benefit would not be admissible where upgradation in pay scale has been enjoyed by the employee.

17. ADMISSIBILITY OF ONE UPWARD MOVEMENT TO THE STORE KEEPERS OF THE LAB. BASED DEPARTMENTS.

The Committee did not discuss this subject since some of the Store Keepers have already approached the Court of Law for settlement of their grievances relating to pay scales.

18. APPROPRIATE SCALE OF PAY AND PROPER DESIGNATION OF SHRI NIRMALENDU SEN, MECHANIC_CUM_ELECTRICIAN OF THE UNIVERSITY.

The Committee examined the request of the incumbent to redesignate his post and to grant him the appropriate pay scale of Rs.1400-2300/-

in view of the additional qualification earned by him after attending various trainings. However, the Committee feels that the incumbent has been granted an appropriate pay scale as his post has been treated as a Technical and a pay scale of Rs.975-1540/- (P/R) has been granted to him and he was placed in the pay scale of Rs.1320-2040/- in the one upward movement. However, the Committee recommends that in case the UGC/Govt. of India prescribed a separate pay scale as a replacement of the pay scale of Rs.1320-2040/- the same will be extended to him.

19. FITMENT OF THE SCALE OF PAY OF THE TECHNICAL ASSISTANT (BLACKSMITHY/ WELDER):

The case relates to two incumbents repatriated from the erstwhile Nagaland Campus and currently posted at the USIC and the Department of Forestry, Mizoram campus respectively. The substantive post held by them was Blacksmithy and Welder respectively. However, on the proposal of the Head, SASRD, their posts have been redesignated as Technical Assistant (Blacksmithy) and Technical Assistant (Welding) without any change in their substantive pay scale (Rs.975-1540/-). Probably the pay scale has not been changed due to the fact that they have less qualification than that prescribed for the Post of Technical Assistant (which is B.Sc with 3 years experience in the relevant field or M.Sc with 2 years experience in the relevant field) whereas the incumbents holding re-designated post is only HSLC/ITI Certificate holders with some training. It may be stated that the substantive pay scale for the post of Technical Assistant is Rs.1400-2300/- revised to Rs.4500-7000/-. In this respect, the Committee feels that since they have been re-designated as Technical Assistant in the respective trade and attached to the Laboratories of the Academic Department and performing the identical duties as performed by other Technical Asst. attached to Lab-based Department, it is proposed that the pay scale of Rs.1400-2300/- revised to Rs.4500-700/- may be extended to them and if approved they may be placed in the pay scale of Rs.5500-9000/- in the one upward scale.

20. ADMISSIBILITY OF THE BENEFIT OF ONE UPWARD MOVEMENT IN RESPECT OF

SHRI J.C.UNNITHAN, MECH,NIC GRADE I:

Shri J.C.Unnithan, Mechanic Grade I was initially appointed as Motor Mechanic in the pay scale of Rs.260-400/- (pre-revised). The University considering his higher qualification, redesignated his post to that of Motor Mechanic Grade I and granted a pay scale of Rs.1400-2300/-. Shri Unnithan has completed 8 years of service in the present grade 10.8.97 and the Committee recommends that he may be considered granting the benefit of one upward movement since the higher pay scale extended to him was by way of re-designation and not by upgradation. The pay scale proposed to be allowed in the upward scale is Rs.1640-2900/- revised to Rs.5500-9000/-.

A notification regarding redesignation may please be seen at Annexure-VI

21. IMPLEMENTATION OF THE ACP SCHEME::

The Committee also discussed point no.4 of the terms of reference of the Committee, i.e. Introduction of the ACP Scheme of the Government of India in the University and recommends that the same should be introduced in the University mutatis mutandis as and when it is finalised by the Govt.

N.B: The Scheme has been received officially from the UGC and a separate agenda item has been placed before the E.C.

The Committee ended with a vote of thanks to the chair.

Sd/-N.Purkayastha,
Assistant Registrar, CRC,
Member-Secretary.

Sd/- Prof. A.C.Sinha,
Head, Department of Sociology,
Chairman.

ANNEXURE-I

An extract from the letter No.31-3/97(CU) dt.15.7.2000 issued by the UGC with the directive to correct the scales of pay in respect of the posts existing in this University indicated hereunder.

**A STATEMENT OF CORE SCALES AND NEXT HIGHER SCALES OF
PRE-REVISED PAY SCALES IN J.N.U.**

Sl.No	Designation	Core scale	Next higher scale (i.e. One Upward Movement)
1	2	3	4
1.	Sr.Hindi Translator	Rs.1640-2900/-	Rs.2000-3500/-
2.	Sr.Pharmacist	Rs.1640-2900/-	Rs.2000-3500/-
3.	Professional Asstt.	Rs.1640-2900/-	Rs.2000-3500/-
4.	Sr.Technical Asstt.	Rs.1640-2900/-	Rs.2000-3500/-
5.	Sr. Asstt.	Rs.1400-2600/-	Rs.1640-2900/-
6.	Personal Asstt.	Rs.1400-2600/-	Rs.1640-2900/-
7.	Staff nurse	Rs.1400-2600/-	Rs.1640-2900/-
8.	Jr.Engineer	Rs.1400-2600/-	Rs.1640-2900/-
9.	Hindi Translator	Rs.1400-2300/-	Rs.1400-2300/-
10.	Semi-Prof.Asstt.	Rs.1400-2300/-	Rs.1400-1600/-
11.	Technical Asstt.	Rs.1400-2300/-	Rs.1400-2600/-
12.	Data Entry Operator	Rs.1400-2300/-	Rs.1400-2600/-
13.	Sr.Proff Reader	Rs.1400-2300/-	Rs.1400-2600/-
14.	Statistical Asstt.	Rs.1400-2300/-	Rs.1400-2600/-
15.	Reprographic Asstt.	Rs.1400-2300/-	Rs.1400-2600/-
16.	Asstt.Manager (GM)	Rs.1400-2300/-	Rs.1400-2600/-
17.	security Inspector	Rs.1400-2300/-	Rs.1400-2600/-
18.	Vehicle Supervisor	Rs.1400-2300/-	Rs.1400-2300/-
19.	Sanitary Inspector	Rs.1400-2300/-	Rs.1400-2600/-
20.	Pharmacist	Rs.1350-2200/-	Rs.1400-2600/-
21.	AC operator	Rs.1320-2040/-	Rs.1400-2300/-
22.	Genarator Operator	Rs.1320-2040/-	Rs.1400-2300/-
23.	Draftsman	Rs.1320-2040/-	Rs.1400-2300/-
24.	Electrician	Rs.1320-2040/-	Rs.1400-2300/-
25.	Motor Mechanic	Rs.1320-2040/-	Rs.1400-2300/-
26.	Technician 'C'	Rs.1320-2040/-	Rs.1400-2300/-
27.	Sr.Lab.Asstt.	Rs.1320-2040/-	Rs.1400-2300/-
28.	Dresser cum Compunder	Rs.1200-2040/-	Rs.1400-2300/-
29.	Assistant	Rs.1200-2040/-	Rs.1400-2300/-
30.	Stenographer	Rs.1200-2040/-	Rs.1400-2300/-
31.	Mechanic (Engine/Pump)	Rs.1200-1800/-	Rs.1400-2300/-
32.	Technician 'B'	Rs.1200-1800/-	Rs.1400-2300/-
33.	Pump Operator	Rs.975-1540/-	Rs.1320-2040/-
34.	Carpenter	Rs.950-1400/-	Rs.1200-2040/-
35.	Plumber	Rs.975-1540/-	Rs.1320-2040/-

Sl. No.	Designation	Core Scale	Next Higher Scale (i.e. One Upward Movement)
1	2	3	4
36.	Mason	Rs.975-1540/-	Rs.1320-2040/-
37.	Wireman	Rs.750-940/-	Rs.775-1025/-
38.	Meter Reader	Rs.975-1540/-	Rs.1320-2040/-
39.	Welder cum Blacksmith	Rs.975-1540/-	Rs.1320-2040/-
40.	Xerox operator	Rs.975-1540/-	Rs.1320-2040/-
41.	Lab. Asstt.	Rs.975-1540/-	Rs.1320-2040/-
42.	Jr. Technician	Rs.975-1540/-	Rs.1320-2040/-
43.	Preservation Asstt.	Rs.975-1540/-	Rs.1320-2040/-
44.	Security Asstt.	Rs.950-1500/-	Rs.1200-2040/-
45.	Lift Operator	Rs.950-1500/-	Rs.1200-2040/-
46.	Driver	Rs.950-1500/-	Rs.1200-2040/-
47.	auto Fitter	Rs.950-1500/-	Rs.1200-2040/-
48.	Jr. Asstt. cum Typist	Rs.950-1500/-	Rs.1200-2040/-
49.	Enquiry Clerk	Rs.950-1500/-	Rs.1200-2040/-
50.	Telephone Operator	Rs.950-1500/-	Rs.1200-2040/-
51.	Caretaker	Rs.950-1500/-	Rs.1200-2040/-
52.	Library Attendant	Rs.800-1150/-	Rs.950-1500/-
53.	Lab Attendant	Rs.800-1150/-	Rs.950-1500/-
54.	Tennis Marker	Rs.950-1400/-	Rs.1200-1800/-
55.	Gastetner Operator	Rs.950-1400/-	Rs.1200-1800/-
56.	Desapatch Rider	Rs.950-1400/-	Rs.1200-1800/-
57.	Mender/Binder	Rs.950-1400/-	Rs.1200-1800/-
58.	Sewerman	Rs.800-1150/-	Rs.950-1500/-
59.	Havildar	Rs.800-1150/-	Rs.950-1500/-
60.	Sanitary Guides	Rs.800-1150/-	Rs.950-1500/-
61.	Cook/Head Cook	Rs.800-1150/-	Rs.950-1500/-
62.	Daftay	Rs.775-1025/-	Rs.950-1500/-
63.	Khalasi	Rs.750-940/-	Rs.775-1025/-
64.	Peon-Faras	Rs.750-940/-	Rs.775-1025/-
65.	Bus Helper	Rs.750-940/-	Rs.775-1025/-
66.	Mess Helper	Rs.750-940/-	Rs.775-1025/-
67.	Janitor	Rs.750-940/-	Rs.775-1025/-
68.	Groundsman	Rs.750-940/-	Rs.775-1025/-
69.	Anti Malaria Worker	Rs.750-940/-	Rs.775-1025/-
70.	Animal Attendant	Rs.750-940/-	Rs.775-1025/-
71.	Recanner	Rs.750-940/-	Rs.775-1025/-
72.	Mali	Rs.750-940/-	Rs.775-1025/-
73.	Safai Karamchhari	Rs.750-940/-	Rs.775-1025/-
74.	Security Guard	Rs.750-940/-	Rs.775-1025/-

4:1(10)

(ANNEXURE -II)

Netaji Subhas
National Institute of Sports
Motibagh, Patiala-147001 (India)

DIRECTOR
R.L. ANAND

Shri O.D. Shira,
Deputy Registrar (Admn),
North Eastern Hill University,
Lower Lachauviere,
Shillong - 793001 (Meghalaya)

Subject : -Revision/ Upgradation of pay scales of University Coaches.

Dear Sir,

I am directed to invite reference to your letter No.F.68-1/Estt.I.84/1585 dated 15.6.85 on the subject noted above and to enclose herewith a note containing the pay scales and the qualifications prescribed thereto for the appointment of coaches under the NIS.

Encls/ as above.

Yours faithfully,

Sd/-
(T.C.Sharma)
Assistant Director (Field)
For Director.

NETAJI SUBHAS NATIONAL INSTITUTE OF SPORTS : PATIALA.
QUALIFICATION ATTACHED WITH THE VARIOUS GRADES OF COACHES.

Sl. No.	Category of Coach & Scale of pay	Qualifications prescribed for the post
1.	Selection Grade 1500-60-1800-100-2000/-	Doctorate degree with specialisation in game concerned. 10 yrs coaching experience including at least 5 yrs experience of preparing National teams for International Sports events. OR Graduate, NIS Coaching dip., participation in National International Sports events and 15 yrs experience in coaching experience in preparing National teams for International participation OR Outstanding sportsman of National/International repute, NIS Coaching Dip. & 15 yrs Coaching exp. including 5 yrs experience of preparation of National teams for International participation. OR Graduate, NIS Coaching Dip., Post graduate Coaching qualification from a foreign recognised Sports Institute and 20 yrs. Coaching experience including 10 yrs. of preparing National teams for International events.
2.	Selection Grade 1100-50-1300-EB-50-1600/-	Master's Degree in Sports and 10 yrs coaching exp. including at least 5 yrs of preparing National teams for International Events. OR Graduate, NIS Coaching Dip., Participation in National events and 12 yrs coaching exp. including at least 5 yrs of preparing National teams for International events. OR Outstanding Sportsman of National/International repute. NIS coaching Dip. and 12 yrs. Coaching exp. including 5 yrs of preparing National teams for International events. OR Graduate, NIS Coaching Dip. Post-graduate coaching Certificate from a recognised foreign Sports Institute and 15 yrs coaching exp. including 5 yrs. of preparation of National teams for International events.
3.	Grade-I 900-40-1100-EB-50-1300/-	Master's Degree in Sports and 8 yrs Coaching coaching experience. OR Graduate, NIS Coaching Dip., Participation in National/International Sports events and 10 yrs yrs. coaching exp. including at least 5 yrs of preparing of National team for National events OR Outstanding sportsman of National/International repute, NIS coaching Dip., with 10 yrs coaching exp. including at least 5 yrs of preparing teams for National events. OR Graduate, NIS coaching Dip. Post Graduate Coaching qualification from a recognised foreign Sports Institute and 12 yrs coaching exp. including at least 5 yrs. of preparing teams for National events.

Sl. No.	Category of Coach & scale of pay	Qualification prescribed for the Post
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4. Grade-II
700-40-1100/-
- Masters Degree in Sports & 3 yrs. Coaching experience.
- OR
- Graduate, NIS Coaching Dip., participation in National/International Sports event 5 yrs coaching experience 3 yrs. of preparing teams for National/Inter-Versity meets.
- OR
- Outstanding Sportsman of National/International repute, NIS coaching Dip. & 5yrs coaching experience including atleast 3 yrs coaching experience of preparing teams for National/Inter-Versity meets.
- OR
- Graduate, NIS coaching Dip., Post Graduate coaching qualification from a recognised Sports Institute abroad & 5 yrs. coaching experience of preparing teams for National/Inter-Versity meets.
- OR
- Matric, Ex-Olympian, NIS coaching Dip. IInd Class.
5. Grade-IIIA
500-20-700-EB-25-900.
- A Degree in Arts, Science, Commerce or Physical Education. NIS Coaching Dip. I, II, III position in National/Inter-Services/Inter-Varsity.
- OR
- A degree in Arts, Science, Commerce or Phy-Edu, NIS coaching Dip, National participation & 5 yrs coaching experience.
- OR
- Matric, NIS Dip., position (I, II, III) in National/Inter-Services/Inter-Versity and 5 yrs. coaching experience
- OR
- M.P.ED, NIS Dip. II Div, participation in National/Inter-Services/Inter-Versity.
- OR
- Matric, NIS Dip., IInd Class, International participation and age above 25 yrs.
6. Grade-III-B
330-10-380-EB-12-500-EB-15-560/-
- Matric, NIS Dip, proficiency in the game concerned.

NOTE :-

- National participation means representing the State in a recognised National meet of the National Federation.
- International repute means representing the country in a recognised International Meet.
- National repute means National Champion or placed in first three for a period of at least 3 yrs.
- Outstanding Sports-man means
 - Winner of position (I, II, III) in a regular International meet having recognition from the International body controlling the game.
 - Member of the team representing India in Olympic games
 - Arjuna Award winner
 - Test Cricketer or Davis Cup or Thomas Cup player or participant in a World Championship.
 - National Record holder.
 - Natl. Champ. for at least 2 yrs.

ANNEXURE - III

4:1(13)

University Grants Commission
Bahadur Shah Zafar Marg
New-Delhi-110002

No.F.31-12/97 (CU)

Dated

The Registrar
North Eastern Hill University,
MEHU. campus
Shillong -793022 (Meghalaya)

Sub:- Pay Anomaly in respect of Assistant and Personal Assistant.

* * * * *

Sir,

With reference to your office letter No.F.15-3/CRC/Vol-III/99-398 dated 8th August, 2000 on the subject mentioned above, I am directed to say that UGC has already constituted a Working Group vide letter no.F.6-7/97(CU) dated 24th October, 2000, addressed to you to examine the pay anomalies in the pay scale of different cadres.

You are requested to place the matter before the Working Group as and when it visits your University. You are also requested to send the details of the Stenographer/PA/PS in strength, the level of officers to which they are attached and also the job details to examine the case further.

Yours faithfully,

Sd/-

(SOHANVIR SINGH)
SECTION OFFICER

4:1(14)
ANNEXURE-IV

University Grants Commission
Bahadur Shah Zafar Marg,
New Delhi-110002.

F.2-3/91(CU)

4 JUL 2000

The Registrar
North Eastern Hill University
NEHU Campus
Shillong - 793022

Sub : Rationalisation of designation of Professional Assistant.

Sir,

With reference to your letter No.F.29-1/Estt-II(B)//98-28 dated 25th February, 2000 on the above subject, I am directed to inform you as under :-

1. Professional Assistant who are drawing the pay scale of Rs.2200-4000/- (pre-revised) by way of rationalisation of their substantive pay scale on completion of ten years are not entitled for designation of Assistant Librarian.
2. These Professional Assistants may be absorbed as Assistant Librarians from time to time after the due process of selection without creating any extra post.
3. The Professional Assistants will have to fulfil the prescribed qualifications as prescribed by the Commission for the post of Assistant Librarian.

Yours faithfully,

Sd/-
(C.K.Kapahi)
Under Secretary.

4:1(15)

ANNEXURE-V

NORTH EASTERN HILL UNIVERSITY
LOWER LACHAUMIERE : : : SHILLONG 793001

No.F.18-1/REG/87-2449

October 1988

ORDER

The Vice-Chancellor is pleased to order the re-designation in respect of the following posts in their own pay and grade with immediate effect. The qualifications and nature of duties will, however, remain unchanged.

- 1) Carpenters be re-designated as Technical Assistant(Carpentry);
- 2) Blacksmith be re-designated as Technical Asst.(Blacksmithy)
- 3) Mechanic " " " (Mechanical)
- 4) Welder " " " (Welding)

Sd/-

(D.C.Pant)
Registrar

Copy to :

1. All Deans of Schools, NEHU.
2. All Heads of Departments, NEHU.
3. Dy. Regr.(Conference),NEHU for reporting the matter to the Executive Council.
4. Assistant Registrar (Admn),NEHU.

No.SAMN/Estt/E-15/87- 24th Nov. 88

Copy forwarded for information to :-

1. All concerned staff members for information.
2. Personal File of all concerned staff.
3. Heads/In-charges of all concerned Departments/Sections for information.

Sd/-

(R.K.SHARMA)
Asstt. Registrar.

4:1(16)

ANNEXURE VI

NORTH EASTERN HILL UNIVERSITY
Lower Lachau miere ::: Shillong-793001

No.F.2-7/Estt.81(COA)-7946

24th January, 1991

O R D E R

The Vice chancellor, North Eastern Hill University, Shillong is pleased to order that :-

1. The existing post of Motor Mechanic in SASRD, Medziphema, NEHU, hitherto carrying the scale of pay of Rs. 950-20-1150-EB-25-1500/- be re-designated as Mechanic Grade-I and placed in the scale of pay of Rs. 1400-40-1800-EB-50-2300/- with effect from 10.8.89(FN).
2. Shri J.C.Unnithan who has been holding the said post of Motor Mechanic since 10.8.81 be accommodated against the re-designated post of Mechanic Grade-I, as he has been found to have possessed the necessary qualifications and experience for the post, in the above scale of pay of Rs. 1400-2300/- with effect from 10.8.89(FN) and until further orders.

Sd/-

(C.Lyngdoh)

Assistant Registrar(Admn.)

Copy to :-

1. The P.S. to Vice-chancellor, NEHU, Shillong.
2. The Pro-Vice chancellor, NEHU, Nagaland Campus, Kohima-797001.
3. The Dean NEHU, SASRD, Nagaland Campus, Medziphema-797106, Nagaland for information and necessary action.
4. The Assistant Registrar, CRC Cell NEHU, Shillong with reference to the endorsement at Note 19/N & 20/N of file No.F.2-7/Estt/81/(COA) for information.
5. The Assistant Registrar, NEHU, SASRD, Nagaland, Campus, Medziphema-797106, Nagaland.
6. Shri J.C.Unnithan, Mechanic Grade-I, NEHU, SASRD, Medziphema-797106, Nagaland, for information.
7. The Section Officer Estt-I(B), NEHU, Shillong.
8. The Section Officer, Budget, NEHU, Finance, Shillong
9. Personal file.

* * * * *

Item No.4

DEFERRED ITEMS

- (i) Pay anomaly in respect of Non-Teaching Staff of the University.

EC:109:2001:4:(i): The Council considered the recommendation of the Pay Anomalies Committee appointed by the University and RESOLVED to refer the matter to a Committee consisting of the following and the Chairman was authorised to take action on the Committee's recommendations.

1. Registrar
2. Finance Officer
3. Internal Audit Officer.

The Council also RESOLVED that early action on the matter should be taken.

Item No.5

ACADEMIC MATTERS

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

- (i) Proposal for amendment of the term of office of Headship.

EC:109:2001:5:1:(i): The Council considered the amendment of Statute 7 and RESOLVED that in continuation of the amendment proposed by the Council vide Resolution No.EC:97:98:5:1:(v) the words " a teacher shall cease to be Head on attaining the age of 60 years" may be replaced by the words " a teacher shall cease to be Head on attaining the age of superannuation".

5:8- Others.

- (i) Implementation of Five Day Week in the University.

EC:109:2001:5:8:(i): The Council considered the introduction of the Five Day Week in the University and RESOLVED that the matter may be first placed before the Academic Council.

The Council further RESOLVED that individual Departments should ensure that the prescribed workload of teachers should be strictly implemented. The Council further desired that a Notification be issued enforcing the powers of the Deans of Schools.