

6:6:1(1)

6:6: Service Condition/Financial and other Benefits

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- i) Cut off date beyond 31-12-93 for granting the benefit of One Upward Movement in the scale of pay:

The Executive Council in its 104th meeting held on 26-10-99 decided to extend the cutoff date, for the purpose of granting one upward movement in the scale of pay to the non-teaching employees upto 8-4-98 (Ref:-EC's resolution No. EC:104:99:6:6 (U)-placed at Annexure 'A' & Agenda Note thereof at Annexure B) The Executive Council decided to extend the cut off date upto 8-4-98 to grant the benefit to the non-teaching employees of NEHU as such benefit was granted by many other Central Universities to their employees unilaterally and the same was ultimately approved by the U.G.C

Recently the U.G.C in its letter No F:2-3/91(CU) dated 15-2-99 (Placed at Annexure C) informed that the cut-off date beyond 31-12-93 could not be approved by Commission.

As the Executive Council has already decided to extend the cutoff date upto 8-4-98 and necessary follow-up administrative actions have already been taken the letter of the U.G.C is put up before the E.C. for its consideration and decision.

U/O No: F.5-3/CRC/97(Part-I)344

Annexure A:

EC:104:99:6:6:(iv)The Council considered the extension of the cut-off date in respect of the One Upward Movement scheme and RESOLVED that the cut off date may be extended up to 8-4-98 as has been done in other Central Universities. The Council, however, RESOLVED that in view of the financial crunch faced by the University no arrears will be paid, the employees would however be entitled to a notional fixation of their salary.

Annexure B:

EXTENSION OF THE CUTOFF DATE BEYOND 31-12-93 IN RESPECT OF THE SCHEME "ONE UPWARD MOVEMENT IN THE SCALE OF PAY"

The University Grants Commission introduced one career advancement scheme viz. "One upward movement in the scale of pay" for the Non-teaching employees of the Central Universities upto Group 'B' level who continued to remain in the same post/scale of pay for a period of 8 (eight) years. Under the scheme, an employees who remain in the same post and could not be granted any promotion to a higher post even after completion of period of eight years would be granted the immediate higher scale of pay, falling in the same line of promotion, from the date immediately succeeding the date of completion of eight years. However, such upward movement would not effect any change in designation/status/duties and responsibilities etc. The internal spirit of the scheme was to grant some financial benefit to those employees who could not be granted any functional promotion even after completion of eight years of service in the same post.

Initially, the cut off date for the purpose of computing completion of eight years service was 31-12-1985 and benefit was granted w.e.f. 1-1-1986, but subsequently, the cut off date was extended by the commission from time to time to different dates. Finally, the commission in its letter No. F.4-1/87.(CR/SRI) dated 14-09-88 (AN EXURE-A) allowed the benefit to all the employees who were on service on 1-1-86. Thus, the final cut off date for the purpose of computing completion of eight years of service became 31-12-93. In pursuance of the UGC communique the Executive Council of the North-Eastern Hill University granted the benefit to all categories of Non-teaching employees (upto Group 'B' level) of the University who completed the stipulated eight years service on or before 31-12-93 subject to fulfilment of other eligibility condition as prescribed by the UGC.

But due to the cut off date being 31-12-93, bulk of employees of NEHU were deprived of the benefit as they completed the stipulated period of eight years on dates falling after 31-12-93. Obviously, there was discontent among the employees who started approaching the University Authorities to extend the cut off date beyond 31-12-93. Even the NEHUNTA took up the issue with serious agitational threat.

The matter was placed before the Executive Council in its 87th meeting held on 1-11-95. The Council resolved to recommend to UGC to extend the cut off date (E.C's Minutes-EC:87:95:6:6(III)Annexure B). Accordingly the matter was taken up with the UGC (Reference letter No.F.18-1/CRC/91-24 dated 20-11-95 Annexure C) later on a copy of the notification issued by the Registrar B.H.U extending the benefit beyond 31-12-93 to the employees of the B.H.U was available (ANNEXURE D). The UGC was reminded to issue letter of approval extending the benefit beyond 31-12-93 as sought for in the letter of the University dated 20-11-95 indicating in-teralia the notification of the B.H.U (Ref. letter No.F.18-1/CRC/01-5866 dated 2-3-96 Annexure E) But no specific reply to the letter dated 20-11-95/Reminder letter dated 2-3-96 was given by the UGC. Instead, a copy of the D.O letter (No.F/64/90-U-I dated 12-1-96 of Dr.(Mrs)Roopa R. Joshi, Director (U-I) of the MHRD addressed to Dr.S.P.Gupta Addl Secretary, UGC (copy at Annexure F) was forwarded by the Joint Secretary, UGC (Ref. letter No.23-2/95 (CU) dated 2-3-96 Annexure G) to inform the University that no career advancement scheme is admissible to the employees of the University. Meanwhile, the notification of Delhi University (Annexure-H) and J.N.U (Annexure-I) extending the benefit beyond 31-12-93, to their employees were available.

The matter was placed before the Executive Council in its 90th meeting held on 18-7-96. The Executive Council while expressing its concern about the negative attitude of the UGC on the matter, considered that the benefit should be extended beyond 31-12-93 to the employees of NEHU particularly in view of the fact that the benefit was extended beyond 31-12-93 in B.H.U, J.N.U Delhi University etc. The Executive Council resolved to take up the issue with the UGC denovo (Ref EC's minutes EC:90:96:6:6:(VIII)-Annexure J) As desired by the Executive Council the matter was taken up with the UGC (Ref. letter No.18-1/CRC/91-2508 dated 4-9-96-Annexure K) with the request to extend the cut off date beyond 31-12-93 but till today no reply thereof has been received.

Consequent upon implementation of the Revised scale of pay as recommended by the Vth C.P.C. w.e.f. 1-1-96 the UGC issued different instructions/circulars of which (i) the DO letter No.F.31-3/97(CU) dated 29-6-98(Annexure) (ii) the D.O.letter No.F.31-3-97(CU)dated 8-9-98(Annexure M) and (iii) the D.O.letter No.F.31-3/97(CU)dt.18-11-98(Annexure-N) are relevant to the issue of one upward movement in the scale of pay beyond 31-12-93.A study of these letters mentioned in(i),(ii)&(iii) above clarifies that the Commission approved all those cases of upward movement,granted by extending the Cut-off date beyond 31-12-99 in some Central Universities provided the orders thereof was issued upto 2-12-97(in terms of the D.O.letter dated 8-9-98)This crucial date for issue of orders were further relaxed upto 8-4-98(in terms of letter dated 29-6-98/18.11.96)However,while approving all cases of upward movement granted upto 8-4-98,the Commission restricted those Universities where orders were not issued upto 8-4-98 to allow the benefit from respective date(i.e.to grantthe benefit to all eligible cases beyond 31-12-93 to 8-4-98)by issuing orders after 8-4-98.

This decision of the UGC adversely affected the employees of the NEHU and such other Universities where the cut off date was adhered to in compliance with the directive dated 23-8-88 of the UGC,whereas,the benefit was enjoyed by the employees of those Universities who did not comply with the directive of the UGC in maintaining the cut off date at 31-12-93.

There is serious discontentment among the employees of NEHU due to this discriminatory action of the UGC. The employees feel that had the Executive Council acted in a manner as in BHU/J.N.U etc the employees of NEHU would not have been deprived of the benefit. Now, the employees of NEHU have given threat (through NEHUNSA) that if the benefit is not extended till 8-4-98, they will resort to agitational programmes.

This issue was placed before the joint Cadre Review Committee in its meeting held on 6-10-98 where Shri R.K.Chouhan, Jt Secretary, UGC was present. The Committee recommended that the cut off date be extended till 2-12-97 (Concurrence of the UGC extending cut off date upto 8-4-98 was not known on the date of meeting) for which the committee desired that approval of the UGC be sought for (Copy of the minutes placed at Annexure O). As desired by the committee repeated requests were sent to UGC (Ref. Letter No.18-I/CRC/91-1560, dated 17-2-99 Annexure 'p' Ref letter No.18-1/CRC/91-222 dated 3-4-99-Annexure Q etc.) but no reply has been received from the commission.

Analysis of the case reveals that on the one hand the UGC okayed the actions of those Universities who acted unilaterally on the issues while on the other hand turned down the request of the North Eastern Hill University vis-a-vis unilateral decision to extend the cut off date beyond 31-12-93 was not conforming to the original instructions of the UGC, subsequent acceptance even extension of cut off date beyond 31-12-93 by the UGC had given credence to our present demand, this discriminatory attitude is not acceptable.

Position, as it appears, the commission will not pay heed to the appeals of the University and in course of time the issue will automatically extinguish, unless, the Executive Council decides to grant the benefit to the employees of NEHU and arrest the chance of agitational programme proposed to be launched by the employees.

The matter is placed before the council for consideration and decision.

Yours faithfully,
(C.K. RAHAT)
UNDER SECRETARY

6:6:1(8)

(Annexure-C)

Phone: 3232485, 3232455, 3231692
3234116, 3232317, 3230895
3232701, 3231291, 3235743

Grams: UNIGRANTS Telex:
31-65913
Fax: 3232783, 3239200

UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110002.

No. F.2-3/91(CU)

15-12-1999

The Registrar
North Eastern Hill University
NEHU Campus
Shillong-793001.

Subject: Extension of one upward movement beyond 31.12.93.

Sir,

With reference to your letter No.18-1/CRC/99-279 dated 19th August, 1999 on the above subject, I am to inform you that one upward movement is not operational in any Central University. Hence, the request of University for one upward movement beyond 31st December, 1993 cannot be acceded to.

Yours faithfully.

Sd/-
(C.K.KAPANI)
UNDER SECRETARY.

6:3- Leave / Deputation

- (i) Request for extension of lien in respect of Prof. VK Kumar,
Department of Commerce.

EC:106:2000:6:3: (i): The Council considered the request for extension of lien in respect of Prof. VK Kumar, Department of Commerce and RESOLVED to approve the same on condition that he either reverts to NEHU or resigns after the period of extension of lien.

- (ii) Study Leave in respect of Dr. TSB Baul, Scientific Officer,
RSIC, NEHU, Shillong.

EC:106:2000:6:3: (ii): The Council considered the grant of study leave to Dr. TSB Baul, Scientific Officer, RSIC for a period of eight months w.e.f 1.4.2000 to 25.12.2000 and RESOLVED to approve the same.

6:6- Service Condition / Financial & Other Benefits.

- (i) Cut off date beyond 31.12.93 for granting the benefit of
One upward in the scale of pay.

EC:106:2000:6:6: (i): The Council considered the extension of the One-upward movement to the staff of the University upto 8.4.98 and RESOLVED to stand by its earlier decision.

- (ii) Payment of 10% presumptive pay in respect of Shri
L. Nampui, Finance Officer.

EC:106:2000:6:6: (ii): The Council considered the payment of 10% of the presumptive pay to Shri L. Nampui for holding additional charge of the post of Registrar and RESOLVED to approve the same in terms of FR - 49.

- (iii) Enhancement of Retirement age of Group 'A' Officers.

EC:106:2000:6:6: (iii): The Council considered the implementation of retirement age of Group 'A' Officers at 62 years and RESOLVED that since the Council in accordance with the Vth Pay Package notified by the University Grants Commission had already implemented 62 years as the date of superannuation, the same may stand.