

PART III AGENDA PAPERS FOR THE ONE HUNDRED AND SEVENTH MEETING OF
THE EXECUTIVE COUNCIL.

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6: 7 - OTHERS.

- (v) Status of the teachers/staff temporarily posted to Mizoram Campus/P.U.C. on their repatriation consequent upon creation of Nagaland University.

Consequent upon creation of Nagaland University, 12 (twelve) teachers and 10 (ten) non-teaching staff, out of all those teachers/non-teaching staff who decided to remain with NEHU, were temporarily posted to Mizoram Campus/P.U.C. In view of the proposed creation of the Mizoram University, the Executive Council in its Resolution No. 106:2000:8(i) resolved that the status of these teachers/staff be looked into by a Committee to be constituted by the Chairman.

Accordingly, a Committee was constituted which examined the matter and recommended the placement of these teachers/staff. The recommendation of the Committee is placed at Annexure 'A'.

The matter is therefore placed before the Council for consideration.

Minutes of the Meeting of the Sub-Committee, constituted by the Vice-Chancellor in pursuance of the Resolution of the Executive Council (vide No. 106:2000:8(i) , to look into the status of those teachers/staff who were repatriated from Nagaland Campus/ SASRD and were temporarily posted to Mizoram Campus/P.U.C. consequent upon creation of Nagaland University, held on 10/7/00 at 11:30 AM in the office chamber of the Registrar, NEHU, Shillong.

Members present:-

- 1. Sri L. Nampui, Registrar, NEHU. - Chairman
- 2. Prof. S.S.Khare, Dean, School of Physical Sciences, NEHU. - Member
- 3. Prof. A.N.Rai, Dean, School of Life Sc.NEHU - Member
- 4. Prof. Imdad Hussain, Dean, Sc. of Social Science, NEHU - Member
- 5. Prof. S. K. Mishra, Head, Deptt. of Economics, NEHU - Member
- 6. Prof. S. K. Srivastava, Head, Deptt. of Maths. NEHU - Member
- 7. Sri N. Purkayastha, Asstt.Registrar(Estt.II) Shillong. - Convenor

At the outset, the Chairman welcomed the members and desired : fruitful deliberations.

After detailed discussion, the Committee decided as under and recommended that the decision of the Committee be placed before the Executive Council for final decision.

The recommendations of the Committee is as under:

- 1. All the teachers/staff who were posted temporarily to Mizoram Campus/PUC on their repatriation from Nagaland Campus/ SASRD consequent upon creation of Nagaland University be posted to NEHU Headquarter, Shillong or Tura Campus as soon as the Mizoram University Act becomes operational.
- 2. The Committee recommended that the teachers on their transfer to NEHU Headquarter/Campus be attached to the Deptt/ Centre/ ^{noted} against each in Column (5) of the table below:-

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Sl. No.	Name/Designation/ Subject of the teacher	Place of posting prior to repatriation from Nagaland Campus	Present place of posting in Miz. Campus	Place of posting as recommended by the Committee
(1)	(2)	(3)	(4)	(5)
1.	Dr. P.K.Gupta, Reader, Deptt.of Education	Deptt.of Education, Nagaland Campus.	Deptt.of Education, Mizoram Campus	Deptt. of Education, NEHU Hq. Shillong.
2.	Sri J. P.Jaisawal, Lecturer (Sr.scale) Agri-Engineering	SASRD	Deptt.of Economics, P.U.C.	U.S.I.C., NEHU HQ. Shillong.
3.	Sri R.S.Thakur, Lecturer (Sr.scale) Deptt. of English	-do-	Deptt.of English, P.U.C.	Centre for Cultural & Creative studies Unit for Literacy & Cultural Studies, NEHU, HQ. Shlg.
4.	Dr. P.K.Patra, Reader, Deptt. of Physics	-do-	Deptt. of Physics, P.U.C.	Centre for Science Edn., NEHU HQ. Shillong
5.	Sri S.K.Nanda, Lecturer (Sr.scale) Deptt. of Socioloty	-do-	Deptt.of Sociology P.U.C.	Centre for Contg.. Education, NEHU, HQ., Shillong
6.	Dr. B. Gopichand, Lectr. (Sr.scale) Deptt. of Agronomy	-do-	Deptt.of Botany, P.U.C.	Centre for Eco-Development, NEHU, HQ. Shillong.
7.	Dr.D.Bhattacharjee, Reader Deptt.of Mathematics	-do-	Deptt.of Maths. P.U.C.	Centre for Sc. Education, NEHU HQ., Shillong.
8.	Dr. L.R.Saha, Lectr(Sr. scale), Deptt.of Plant Pathology	-do-	Deptt. of Botany, P.U.C.	Deptt. of Botany NEHU HQ, Shillong
9.	Dr.Saket Bhusan, Lectr. (Sr.scale) Deptt. of Animal Husbandary	-do-	Deptt.of Zoology, P.U.C.	Deptt.of Zoology, NEHU HQ. Shillong.
10.	Dr. O.P.Singh, Lectr.(Sr. scale) Deptt.of Agri-Zoology	-do-	Deptt. of Zoology, P.U.C.	Deptt.of Zoology NEHU, HQ. Shillong
11.	Dr. D. Sanyal, Lectr. (Sr. scale) Deptt. of Horticulture	-do-	Deptt.of Botany, PUC	Centre for Eco-Development NEHU HQ. Shlg.

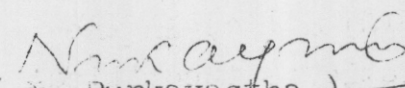
Attachment of the teachers at Sl.No.(9), (10) & (11) in the Deptt. as mentioned at Column (5) of the Table is theoretical because Dr. Saket Bhusan (sl.No.9), Dr. O.P.Singh (Sl.No.10) and

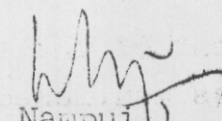
Dr. D. Sanyal (Sl.no.11) have joined in I.C.A.R., Arunachal University and Visva-Bharati University respectively retaining Lien with NEHU. Dr. D. Sanyal has already been proposed to be absorbed permanently by Visva Bharati University but for final clearance by NEHU on administrative reasons.]

3. So far as the 10 (ten) non-teaching staff posted temporarily in Mizoram Campus/PUC are concerned the Committee suggested that they also be posted in NEHU (HQ)/Tura Campus as in the case of teachers as soon as the Mizoram University Act becomes operational. The Committee felt that these staff should be attached to the Department/Administrative Office/Centres/Sub-Centres/Hostel/Guest House based on their suitability/administrative convenience. The Registrar may decide their place of posting. The particulars of the non-teaching staff are mentioned below for records:

<u>Sl. No.</u>	<u>Name & Designation</u>	<u>Place of posting in Nagaland Campus</u>	<u>Present Temporary posting in Miz. Campus</u>
(1)	(2)	(3)	(4)
1.	Dr. A. H. Mondal, S.T.A.	SASRD	Deptt. of Forestry, Miz. Campus
2.	Sri Santosh Kumar, Semi-Professional Asstt.	SASRD	Mizoram Campus Library
3.	Sri Madan Sinha, Tech. Asstt.	SASRD	Deptt. of Forestry Mizoram Campus
4.	Sri Santosh Singh, Fieldman	SASRD	-do-
5.	Sri Ghurbari Ram, Fieldman	SASRD	-do-
6.	Sri S.L.Mandal, Mali	SASRD	-do-
7.	Smt. Sita Chetri, Peon	N/L Campus	Deptt. of Psychology Miz. Campus
8.	Sri N. Khan, Driver	SASRD	Mizoram Campus
9.	Sri G.S.Yadav, Driver	SASRD	P.U.C.
10.	Sri R.K.Dev, Kitchen Attndt.	SASRD	P.U.C.

The Meeting ended with vote of thanks to the Chair.


(N. Purkayastha)
Convenor


(L. Nampui)
Chairman

- (vi) Circular of the Ministry of Finance banning creation of posts viz-a-viz filling in of vacant posts aimed at 10% cut in sanctioned Non-Teaching posts of the University.

In pursuance of Executive Council Resolution NO:EC: 104:99:6:2(xvi) adopted at the 104th meeting of the Executive Council a Committee was constituted to look into the implications of the Ministry/ University Grants Commission ban on filling in vacant post, creation of posts and purchase of vehicles etc. The Committee has submitted its report which is placed at Annexure 'A'.

The matter is placed before the Council for consideration.

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REPORT OF THE COMMITTEE CONSTITUTED TO LOOK INTO THE IMPLICATIONS OF THE MINISTRY/UNIVERSITY GRANTS COMMISSION BAN ON FILLING IN VACANT POST, CREATION OF POSTS AND PURCHASE OF VEHICLES.

The Committee consisted of the following members :-

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| 1. Prof. J.B. Bhattacharjee | - | Chairman |
| 2. Mr. L. Nampui | - | Convener |
| 3. Dr. A. Patton | - | Member |
| 4. Prof. R. Lalthantluanga | - | Member |
| 5. Prof. M. Sangma | - | Member |
| 6. Dy. Registrar, Estt-I | - | Member |

The Committee after its three sittings i.e. on 18.2.2000, 11.4.2000 and 11.7.2000, came up with the following recommendations:

POINTS CONSIDERED:

1. 10% cut on sanctioned/salaried posts.
2. Ban on filling up of vacant posts.
3. Purchase of Vehicles.
4. Clarification from Ministry/UGC that the posts connected with teaching and research are exempted from the cut/ban.

The committee discussed the possibility of implementing the cut and ban in NEHU as desired by the Ministry/UGC and after prolonged deliberations unanimously concluded that the cut/ban at this stage will create serious dislocations and adversely affect the growth of this developing University.

JUSTIFICATION:

1. The Cut/ban should be possible for an established University which has reached an optimum level of development over a period of time. The NEHU is not a very old University. It is still in its developing stage. The rate of growth and expansion has been rather slow, because the University was not provided with any foundation grant or one-time development assistance. The development assistance has been limited to small grants in various five-year plan periods. The University is yet to reach an optimum stage of development as it was envisaged in the Act and deliberations in the Parliament.

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IT IS THE OPINION OF THE COMMITTEE THAT NEHU SHOULD BE

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2. The Permanent Campus (Hrq.) at Shillong is yet to develop to meet the minimum requirements of accommodation for infrastructure. In fact, not even 25% of the buildings for minimum accommodation has been constructed so far. Some of the academic departments and offices are still located in the transit complexes in Bijni and Mayurbhanj and in and in some rented houses in different parts of the Shillong City. The present strength of staff is deployed accordingly in various locations, and to maintain contacts between the Complexes and the security of each Complex call for additional staff. The sanctioned posts were all occupied. The University has been managing the additional requirements of staff on a casual basis over the years. The implementation of the cut will amount to retrenchments and also it will adversely effect the on-going teaching and research programmes in the University.
3. NEHU is a teaching-cum-affiliating University. In such Universities the examination, affiliation and registration branches are required to be large enough to deal with the Colleges. The affiliating jurisdiction of NEHU is spread over the States of Meghalaya and Mizoram (earlier it included Nagaland also) and most of the affiliated colleges are located in remote areas. To maintain contacts with these colleges, supervise the teaching and academic programmes and to conduct examinations the man-power requirement is more than other Universities.
4. NEHU is also a multi-campus University. It has campuses at Aizawl and Tura (earlier it had another at Kohima). The man-power is spread over the headquarters and the main campus at Shillong as well as other campuses. Each campus requires a minimum complement of officers and staff to manage its responsibility.
5. The problems of the North-Eastern Region are different from the rest of the country. The hilly and difficult terrains and the infrastructural and communication backwardness are serious hindrances to development of higher education. The region deserves a special treatment till such time it is brought at par with the rest of the country.

IT IS THE CONSIDERED OPINION OF THE COMMITTEE THAT NEHU SHOULD BE

BE EXEMPTED FROM THE PURVIEW OF THE PRINCIPLE OF 10% CUT MINISTRY/
UNIVERSITY GRANTS COMMISSION.

It appears that about 22 (twenty-two) Group 'B', 'C' and 'D' posts (vacated by retirement, resignation etc.) have been held in abeyance by the University since 1994 towards meeting the cut, if insisted upon, which has already caused hindrances to smooth and efficient functioning. These include some technical and Library posts, and also single-post in Campuses (Aizawl, for example).

The Committee felt that the technical and Library posts are associated with teaching and research and, as such, exempted as per latest instructions. Therefore, there should be no difficulty in filling up those posts, if any. The single-post vacancies in the campuses may also be exempted as a special case, since the work is bound to come to a halt in such vacancies as there is none to share the work in case of only one post.

CREATION OF POSTS :

The Committee observed that the ban on creation of post for an indefinite period would seriously affect the growth of the University. The Adverse affect is immediately felt in the Tura Campus, which was set up without any sanction for regular posts. The present staffing arrangement with repatriates on personal post basis is not a permanent solution.

Further more, the No. of repatriates does not meet even the minimum staffing requirement of the Campus at the initial stage as it is.

THE COMMITTEE IS THEREFORE OF THE OPINION THAT THE PERSONAL POSTS SHOULD BE DEEMED TO BE REGULARLY CREATED POSTS TO MEET THE WORK REQUIREMENT WHEN THE REPATRIATES VACATES THE RESPECTIVE POSTS.

THE COMMITTEE ALSO IDENTIFIED THE ADDITIONAL REQUIREMENT OF POSTS AS GIVEN IN THE ANNEXURE. FOR THE REQUIREMENT OF SECURITY/WATCH & WARD STAFF, THE COMMITTEE SUGGESTS TO EXPLORE THE POSSIBILITY OF HIRING LABOUR FROM THE ORGANISED SECURITY AGENCIES, TO MEET THE NEED PENDING THE CREATION OF REGULAR POSTS.

PURCHASE OF VEHICLES :

The Committee felt that the number of vehicles in the University should not be increased as it is too expensive to main-

maintain the vehicles. Therefore, no new vehicles should be purchased, except by way of replacement of old & condemned vehicles. The Committee observed that the car allotted to the Vice-Chancellor has become old and frequent breakdowns have been reported in recent months. This should not be continued as Vice-Chancellor's car, considering the importance and status of the position of the allottee, Therefore, the Committee decided to recommend that a new car may be obtained for the Vice-Chancellor by way of replacement, so that the number of vehicles in the University shall remain the same.

The need of additional vehicles of the Tura Campus, especially for Examination purposes may be met by sparing vehicles from the Headquarter and if this is not feasible, then the Campus may resort to hiring.

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ANNEXURE TO THE REPORT OF THE COMMITTEE ON MINISTRY BAN ORDERS

Sl. No.	NAME OF THE POST	EXISTING No. OF POSTS.	No. OF ADDITIONAL POST REQUIRED.
1.	Private Secretary	1 (Personal)	-
2.	Assistant	-	1
3.	Stenographer	1 (Personal)	2
4.	Medical Officer	-	1
5.	Compounder/Pharmacist	-	1
5:	Staff Nurse	-	1
7.	Attendant (Clinic)	-	1
8.	Asstt. Director of Sports	-	1
9.	Semi Professional Asstt.	-	1
10.	Lower Division Clerk	5 (Personal) 1 (transferred from Hqr.)	4
11.	Chowkidar	1 (Personal)	12
12.	Cleaner	1 (Personal)	5
13.	Safaiwalla	-	4
14.	Driver	1 (Personal)	2
15.	Bus Conductor	-	1
16.	Peon	3 (Personal) 2 (transferred from Hqr.)	4
17.	Cook	2 (Personal)	2
18.	Kitchen Attendant	2 (Personal)	3

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NEHU, Guwahati
Chandmasi.