

- (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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3:7:6(2)

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 :-

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

Contd....3....

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 affect 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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Further more, the No. of repatriates does not meet even the minimum staffing requirement of 00000000 at the initial stage as it is.

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

6:7:6(6)

ANNEXURE TO THE REPORT OF THE COMMITTEE ON MINISTRY BAN ORDERS

Sr. 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

H. Harlan
Deputy Secy. to the
NEHU, Guwahati
Chandmafi.

- (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 .. Report of the Committee.

EC:107:2000:6:7: (vi): The Council considered the Report of the Committee appointed to look into the Ministry of Finance ban on creation of new posts and 10% cut of the sanctioned posts and **RESOLVED** to accept the recommendations of the Committee, that the University being still in the developing stage, it is not possible to enforce the ban issued by the Ministry of Finance and the Council further **RESOLVED** that the posts which had been transferred from the erstwhile Nagaland Campus on a personal basis should be deemed to be on a regular basis and steps should be taken to see that the Tura Campus has at least the minimum complement of staff . The Council further **RESOLVED** that all staff cars that have been written off and disposed should be replaced by new vehicles. Further, the Vice- Chancellor's car should also be replaced in due course.

Item No.7

FINANCIAL MATTERS

7:5: Annual Accounts Annual Reports

- (i) Draft Annual Report for the year 1999-2000.

EC:107:2000:7:5:(i): The Council considered the draft Annual Report for the year 1999-2000 and **RESOLVED** to approve the same.

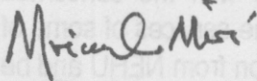
Item No. 8

ITEMS FROM THE CHAIR

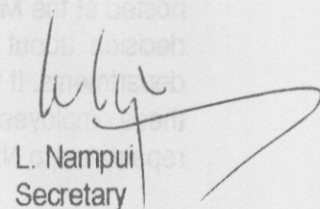
EC:107:2000:8:(i): The Chairman informed the Council that he had made a proposal to the other Universities of the region for active collaboration amongst each other and a response from all the Universities is still awaited. The Council will be informed of the progress in due course.

EC:107:2000:8:(ii): The Chairman also informed that he had received a number of representations on various matters from various quarters and the Council **RESOLVED** that all such representations may be first examined by the Administration.

The meeting ended with a vote of thanks from the Chair at 3.30 P.M.



Mrinal Miri
Chairman



L. Nampui
Secretary