

(V) STATUS OF THE STAFF OF R.S.I.C. VIS-A-VIS NEHU -
DEEMED TO BE STAFF OF NEHU BY IMPLICATION .

The issue of determining the status of the RSIC staff vis-a-vis NEHU has been under consideration for quite some time and proved complicated in the wake of apprehensions as to what would be the future of RSIC when the DST withdraws its support. Clause 6:1 of the M.O.U. executed between DST and NEHU provided that the DST will withdraw its support at any time after giving 2 (two) years notice and Clause 4:1 provided that the staff of the RSIC shall belong to NEHU.

After examination of all the related records, the administration is convinced that all the regular existing staff of RSIC barring one, literally belong to NEHU and that their service conditions and other benefits would be deemed to be governed by the rules and regulations of NEHU.

The following facts are placed to the Council for appraisal :-

- a. The DST guidelines of 1982 provided that the staff for the RSIC will be recruited as per the rules of NEHU, they will be treated as employees of NEHU and will be governed by the rules and regulations of NEHU. Accordingly all the existing regular staff of the RSIC barring one, were appointed by the Vice-Chancellor as the appointing authority after following the recruitment procedure of NEHU. It was also stipulated in their appointment orders that their service conditions will be governed by the rules and regulations of NEHU.
- b. The Executive Council resolution No.EC:68:90:6:06(vi) dated 30th March, 1990 (extract placed at Annexure 'A') accepted parity of status of RSIC staff with those of the NEHU staff in matters of service conditions, service benefits, permanency of posts, transferability, retirement

benefits on the condition that the DST contributes its share towards their retirement liabilities.

- c. Subsequently, the condition stood withdrawn when the Executive Council in its 82nd Executive Council meeting held on 9.12.93 (resolution extracted at Annexure 'E'), accepted the I.O.U. offered by the DST and resolved that the retirement benefits may be met through a saving that could be made out of the revenue income of RSIC deposited with NEHU.
- d. In any case, in view of what is explained at (a) above regarding the mode of appointment and the service conditions committed, it is literally implied that all the existing regular staff of the RSIC except Shri Joseph P, are deemed to be the regular staff of NEHU and the onus to bear their retirement liabilities lie with the NEHU. Their service conditions and service benefits are deemed to stand regulated on the rules and regulations applicable to other staff of NEHU of the corresponding cadre and grade. (The case of Shri Joseph P, falls out of the purview of parity because he was appointed without following the recruitment procedure of NEHU. In its 92nd meeting held on 21.3.97 decided that his case may be considered as and when he qualifies in the test in compliance with the University recruitment procedure).

The above facts are placed before the Council for perusal and approval to treat the existing regular staff of RSIC who were appointed in accordance with the recruitment procedure of NEHU, as deemed to be the regular staff of NEHU from the date of appointment/joining, with their service conditions, service benefits and retirement benefits deemed to be regulated on the rules and regulations as applicable to the staff of NEHU of the same cadre and grade.

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dated the 3rd July,1997.

EXTRACT OF 68TH EXECUTIVE COUNCIL MEETING
DATED 30TH MARCH, 1990.

(vi) ABSORPTION OF RSIC STAFF IN THE NEHU CADRE AND THAT RSIC
POSTS WOULD BE INTER-TRANSFERABLE WITH EQUIVALENT NEHU POSTS

No.EC:68:90:6:06:(vi) : The Council resolved to approve the recommendations of the Committee constituted by the Council that the following decisions may be implemented by the University.

1. The RSIC staff to be treated at par with other NEHU staff in terms of salary structure, service conditions, permanency of posts, leave rules, medical benefits, retirement benefits, gratuity etc.. Payment of pensionary and other retirement benefits will, however be admissible only if the DST contributes its share towards GPF/CPF.
2. The non-technical staff may be transferred within NEHU but transferebility will not apply to technical staff.
3. The rules of the University will apply in respect of promotion of technical staff.

EXTRACT OF 82ND EXECUTIVE COUNCIL MEETING DATED 9TH DECEMBER 1993.(v) PAYMENT OF PENSIONARY BENEFITS TO RSIC STAFF.

No.EC:82:94:6:06:(v) - The Council considered the question of payment of pension and other retirement benefits to the staff of the RSIC and resolved that in view of the saving that could be made from the revenue income of the RSIC to be deposited with NEMU, the staff of the RSIC may be made admissible to pension and retirement benefits and the Memorandum of Understanding with the department of Science and Technology may be executed by deleting the concern clause objected to by the Department of Science and Technology.

Term of reference of the Committee would be Resource Mobilisation.

(iii) Special Duty Allowance(SDA) in North-Eastern Region.

No:EC:93:97:6:6:(iii) The Council ratified the action of the Vice-Chancellor for the discontinuance of payment of SDA to NEHU employees with effect from 1.7.97 and to recover the amount paid with effect from 21.9.1994 to 30.6.1997 in pursuance of the Supreme Court ruling and the University Grants Commission's instruction vide letter No:F.1-1/94(CU)dt.16.6.97 and D.O.No:F.8-16/97-Desk(U)dt.25.6.1997 (Para 3)from the M.H.R.Development department G.O.I..

(iv) Up-Gradation of pay scale of Store Keepers.

No:EC:93:97:6:6:(iv): The Council considered the Upgradation of pay scale of the Store Keepers and RESOLVED that the matter be referred again to the Advisory Committee for Cadre Management in view of the representations received from the Store Keepers. The Council further RESOLVED to include Prof R R Misra (Botany Department) in the Committee and that the recovery of the excess amount drawn by the Store Keepers after the re-fixation of their pay, be kept in abeyance pending submissions of the Report of the Advisory Committee for Cadre Management. The Report of the Committee is to be placed in the next meeting of the Council.

(v) Status of the Staff of R S I C vis-a-vis NEHU deemed to be staff of NEHU by implication.

No:EC:93:97:6:6:(v): The Council considered the facts to treat the existing regular staff of R S I C who were appointed in accordance with the recruitment procedure of NEHU and RESOLVED as under:

- (a) they are deemed to be the regular staff of NEHU from the date of appointment, joining, with their service conditions/service benefits and retirement benefits deemed to be regulated on the rules and regulations as applicable to the staff of NEHU of the same cadre and grade.
- (b) The case of one Matriculate Store Keeper at RSIC who has been appointed in the scale of pay of Rs.2000-3500 be examined and placed in the next meeting of the Council to avoid complications in future. Further, the Council RESOLVED ~~that~~ :

- (a) The Income and expenditure of RSIC be looked into by Finance and place in the next meeting of the Council.
- (b) The local purchase by RSIC be examined by Finance whether or not there has ever been a purchase Committee.
- (vi) Reimbursement of the cost of Medical treatment in respect of the employees of NEHU, Mizoram Campus.
- No:EC:93:97:6:6:(vi) The Council in its Resolution No:EC:90:96:6:6:(xvi) recognised two private Hospitals Viz. P C Synod Hospital, Durtlang, Aizawl and Greenwood Hospital for the purpose of Medical treatment of the NEHU employees working at Aizawl. However, the Council did not take any specific resolution regarding the rates at which the reimbursement claims preferred by the Employees should be settled.

On the recommendations of a Committee headed by a Senior Medical Officer that the basic principles and modus operandi as laid down in the CCS(MA) Rules or Guidelines issued by the University from time to time are to be followed, the Council RESOLVED to approve the recommendations regarding reimbursement claims by the employees for treatment in the above recognised private Hospitals subject to the ceiling permissible as per Finance instructions vide Letter No:Fin/Med/Mode/97-108 dt.3.5.97.

- (vii) Relaxation of duration for participation in Refresher Courses/Summer Institute for Promotion as Reader under Career Advancement Scheme-case of Dr S N Ramanujan.
- No:EC:93:97:6:6:(vii): The Council considered the guidelines of the period of Refresher Courses attended by Dr S N Ramanujan and RESOLVED that he is to fulfill the requirements laid down.

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