

(vii) Section I of the Report on Central Recommendation.

The E C Vide resolution No.EC: 103:99:5: 1:(iii) held on 25.6.99 considered the ammendment/modification to the statutes,ordinances,Regulations of the University and resolved as follows :-

(b) That the section I of the Report on General recommendations be examined by the University separately and the report be placed before the next Academic Council.

The nine points section I of the Report on general recommendations has accordingly been examined by the office under the relevant Rules,Regulations and guidelines of the University at Annexure-I.

The matter was placed before the 62nd meeting of the Academic Council and the Council Resolved to approve the same as per Annexure 'A'.The views of the Officers are placed at Annexure 'B'.

The matter is placed before the Council for consideration.

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Section I of the Report on Central Recommendations.

1. The effective date of the implementation of the Career Advancement Scheme should be 1.1.96.
2. The process of calling of applications under the Career Advancement Scheme in the case of teachers who have completed 8 years should be started immediately.
3. The initial pay of Professors and other equivalent academic staff in the revised pay must be fixed at the minimum of the initial pay fixed for the College Principals (in the Professor's grade). Similarly the initial pay of Reader and equivalent other academic staff in the University must be fixed at the minimum of the initial pay of the college Principal (in Reader's grade).
4. Anomalies in the fixation of revised scales of pay to be referred to the UGC's Cell set-up for the purpose.
5. A mechanism should be devised for ensuring that the teachers and other academic staff are not denied opportunities to complete the required orientation and refresher courses.
6. The existing system of providing teachers with hard furnished quarters on the Campus must continue.
7. The Project Officer in Adult and Continuing Education in the Centre for Supportive and Learning Systems should be re-designated as lecturers if they have the requisite qualifications.
8. The benefit of re-employment should be extended till the age of 65 years to all teachers and Rule RU-2 to be suitably amended.
9. The pay of Visiting Professors/ Professors on contract should be suitably revised in the light of New Pay Scales, and the arrears due to Visiting Professors who have since left the University are to be paid.

CLJ/

General Recommendation

1. As per the general recommendation, the effective date of the implementation of the Career Advancement Scheme should be from 1.1.96.

It may be stated that the UGC in its Notification No.F.3-1/94(PS) dt. 24th December, 98 at para-2.0 states that these regulations shall come into force with immediate effect. The revised guidelines under the Career Advancement Scheme forwarded vide UGC Notification dated 24th December, 98 was placed before the Academic Council along with the Annexures and in the agenda note, it has been clearly mentioned that the Council may like to approve the aforesaid revised scheme w.e.f. 24.12.98, but a decision has not been taken and it appears from the recommendation that the implementation of the Career Advancement Scheme should be from 1.1.96. If the effective date is taken from 1.1.96, it will effect the teachers, who were placed under the Senior Scale/Selection Grade/Reader, as these teachers were placed under the guidelines of the UGC dt. 18th December, 89, only after completion of eight years of service to be eligible for Senior Scale/Selection Grade/Reader.

Secondly, for placement in the Selection Grade/Reader, a teacher will be placed in the scale of Rs. 3700-5700/-(pre-revised), if he/she has completed eight years of service in the senior scale, provided that the requirement of eight years will be relaxed, if the total service of the Lecturer is not less than 16 years. They will also be entitled to the relaxation in the years of service by three years and one year respectively, if they hold Ph.D or M.Phil degree. Under the Notification dated 24th December, 98, i.e. new guidelines for the Career Advancement Scheme, completion of six years of service after regular appointment with relaxation of one year and two years respectively for those M.Phil and Ph.D. Further, for Reader under the Selection Grade, the new guidelines says that they should complete five years of service in the Senior Scale plus other criteria as laid down under the Notification dated 24th Dec. 98. If the implementation of the Career Advancement Scheme is taken from 1.1.96, this will effect the University and will also effect the old cases, which were placed earlier, after completion of eight years under the old guidelines and the financial implication will also be effected in this regard.

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2. As per the procedure of the office, every Lecturer who has completed eight years of service and who had attended two Refresher Courses/Summer Institutes submit their appraisal report by enclosing all relevant documents/certificates, duly verified and countersigned by the Head or the Dean of a School, as the case may be, forwarded to the Establishment Section for necessary action. Every teacher, who has completed the required No. of years in the service, fulfills the criteria of the UGC guidelines dated 18th December, 89 submit their appraisal report to the Department by themselves and the office do not call for the same from them.

3. It appears from the recommendation No.3 that the initial pay of Professors and other equivalent academic staff in the revised scale of pay must be fixed in the minimum of the initial pay fixed for the College Principal (in the Professor's grade). Similarly, the initial pay of the Reader and equivalent and other academic staff of the University must be fixed at the minimum of the new pay of the College Principal (in Reader's grade). In this connection, it may be stated that the D.O letter dt. 23rd April, 99 was referred to the Secretary, UGC at para-2 of the letter and also vide D.O letter of the Registrar dt. 8th October, 98, that the Principal in the constituent colleges in NEHU will be drawing higher scale of pay, as minimum of the officers, such as Registrar, C.O.E and Finance Officer who are to function as Controlling Officer, which are also statutory posts in nature. The anomalies were pointed out and vide letter of the Deputy Secretary, UGC dt. 9th April, 99, it says that the Principals have been given higher start in the Ministry of Human Resource Development Notification keeping in view of their additional responsibilities. The D.O letters dt. 23rd April, 99, 8th October, 98 and 9th July, 99 are placed below. The University has fixed the revised pay in respect of Professor and Reader in accordance with the pay scale prescribed by the Ministry i.e Rs.16,400-22,400/- and Rs.12,000-18,300/- respectively and the University may not have the authority to fix Professor's pay at the initial stage of Rs.17,300/- and Reader's pay at Rs.12,840/- as college Principal, unless, it is cleared by the Ministry of Human Resource Development.

4. In the revised scale of pay being implemented in accordance with the UGC/Ministry of Human Resource Development order/guidelines received from time to time.

5. The University has been allowing teachers to attend Refresher Courses/Orientation Courses as recommended by the Head of the Department concerned, to enable the teachers to complete the required Orientation/Refresher Courses for placement in the Senior Scale/Selection Grade/Reader so as to enable the office to place them in the Senior Scale/Selection Grade/Reader. The teachers themselves apply for forwarding of their applications, if they desire to attend any Refresher Course in order to complete, the criteria as laid down in the guidelines of the UGC and the University always forward the application as and when applied.

6. Para-6 of the recommendation i.e. existing system of providing teachers with hard furnished quarters must continue, is a item to be examined by the Estate Department.

7. The Project Officers in Adult and Continuing Education and Centre for Supportive Learning should be re-designated as Lecturer if they have required qualification.

Under Statute 23(1) the qualification of the recognised teachers shall be such as may be prescribed by the Ordinance. Under Statute 23(3) no teacher shall be recognised as a teacher only on the recommendation of the Selection Committee, constituted for the purpose in the manner laid down in the Ordinance. The cases of the Project Officers, Smti. I.Lal and Dr(Miss) E.Jyrwa for change of designation in accordance with the UGC Notification under para 2.2.0 the minimum qualification for appointment to teachers in the University and Colleges and other resource for maintenance of standards, 1998 may, therefore, be approved by the constituted Selection Committee for the purpose, keeping in view the qualification prescribed for the post of Lecturer under Clause 4(a) of Regulation-RE-4. Under para-2.2.0. of the UGC Notification dated 24th Dec.1998 pay scale for the academic staff of the Adult and Continuing Education, Women Studies, Academic Staff College and University Science Instrumentation Centre should be equivalent to those of the teachers of the corresponding levels and they should have same designation and general promotion, provided they have the qualification. However, the qualification of the project officers as as below:-

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Smti. I. Lal - M.A. (Pol. Sc) II Div. Patma University, 1962.
M.S. in Education 3.90 Southern Illinois
University.

Dr. (Miss) E. Jyrwa - M.A. (Pol. Sc) 53%, 1982
M. Phil, 1987
Ph.D 1992

In view of the qualification possessed by the Project Officers for the University, they do not fulfill the qualification laid down under Clause 4(a) (i) (ii) of RE-4 of the Ordinance.

8. In terms of G.O.I. (MHRD) letter No. F.1-22/97-U.I dated 27.7.1998 at para-1(vi), the superannuation age of University and College teachers has been enhanced to 62 years, which the University has since accepted for implementation. But in regards to re-employment of superannuated teachers, the Ministry has left it open to University to re-employ upto the age of 65 years in accordance to the existing guidelines. The existing Rule RU-2 of the re-employment rules NEHU has, however, been kept in abeyance, vide E.C. resolution No. EC:103:99:5:1:(iii) para(c), and no revised guidelines has been received from UGC nor framed on its own. In view of the above and M.R.D. letter dated 27.7.98, the Rule RU-2 may have to be revised and re-employment beyond the superannuated age of 62 years in respect of teachers be amended under the University Rule RU-2.

9. The existing procedure followed in the fixation of pay in respect of Visiting Professor/Professor on contract who have retired from service are regulated in accordance with fixation rules of re-employed pensioners i.e. last pay drawn minus pension. In so far the case of in service are considered for appointment, as Professor/Professor on contract, their pay is suitably protected on the last pay drawn in the pay scale. This may be included in the appointment made to the Visiting Fellows as well. In case of persons retiring with CPF benefits and thereby not entitled for pension, their pension elements is worked out on the basis of employees contribution plus interest thereon in accordance with G.I.D. decision 14 below Rule 39(D) of CCS Leave Rules. That the revised pay of Visiting Professor/Professor on contract may also be replaced by the revised scale w.e.f. 1.1.1996. The pending cases in the University may also be disposed as per the provisions of the Rules mentioned above.

(vi) Ordinance / Regulation on External Research Projects.

EC:105:99:5:1: (vi): The Council considered the draft Ordinance and Regulation on External Research Projects and RESOLVED to refer the matter to the Committee appointed by the Academic Council for the purpose of editing.

(vii) Section I of the Report on General Recommendations

EC:105:99:5:1: (vii): The Council considered Section I of the Recommendations of the High Power Committee appointed by the Academic Council and Executive Council and RESOLVED as follows:

1. The effective date of the implementation of the Career Advancement Scheme should be 1.1.96.
2. The process of calling of applications under the Career Advancement Scheme in the case of teachers who have completed 8 years should be started immediately and the dates for holding the Selection Committees should be decided beforehand.
3. The initial pay of Professors and other equivalent academic staff in the revised pay must be fixed at the minimum of the initial pay fixed for the College Principals (in the Professor's grade). Similarly the initial pay of Reader and equivalent other academic staff in the University must be fixed at the minimum of the initial pay of the College Principal (in Reader's grade).
4. Anomalies in the fixation of revised scales of pay should be referred to the UGC Cell set-up for the purpose.
5. A mechanism should be devised for ensuring that the teachers and other academic staff are not denied opportunities to complete the required orientation and refresher courses.
6. The existing system of providing teachers with hard furnished quarters on the Campus must continue.
7. The Project Officers in Adult and Continuing Education in the Centre for Supportive and Learning Systems may be re-designated as Lecturers if they have the requisite qualifications. The Chairman was authorised to take action in this regard after examining their qualifications in the light of UGC guidelines.
8. The benefit of re-employment should be extended till the age of 65 years to all teachers and Rule RU-2 to be suitably amended.
9. The pay of Visiting Professors / Professors on contract should be suitably revised in the light of New Pay Scales, and the arrears due to Visiting Professors who have since left the University are to be paid. Further, Visiting Professors who were on a consolidated pay may also be given the revised pay.