

Item No.6. ADMINISTRATIVE MATTERS.
6:1-Selection Committee.

- (i) Case of the Selection Committee recommendation for grant of advance increments to Smti I.Y.Phanwar and Shri S.K. Job on their erstwhile regular selection for appointment to the posts of Junior Technical Assistant.

This is regarding the case of the recommendation of the Selection Committee for grant of advance increments to the candidates selected for appointment to the post of JTA/STA viz. Shri S.K.Job and Smti I.Y.Phanwar (besides others who are now no longer in the University).

In its 73rd meeting held on 5.8.91, the Executive Council was informed that the recommendation for grant of advance increments was not accepted by the Appointing Authority i.e the Vice-Chancellor since not tenable under the provisions of F.R.27. The Council then desired that the Selection Committee recommendation for grant of advance increments be accepted since it is within the limit prescribed by the UGC. However, in its last meeting held on 8.12.98, the Council was informed that the UGC Guidelines on Advance increments governs the case of the teaching posts only and then the Council desired that the cases be examined vis-a-vis the CCS Rules.

Now on examination vis-a-vis the CCS Rules particularly F.R:27 which governs grant of advance increments, the office observes as under :

1. The F.R. allows grant of advance increments on reasons for consideration of qualification, age or experience. The Selection Committee did not record the reason for recommending advance increments. On scrutiny of the qualification, age and experience of the candidates concerned vis-a-vis the essential qualifications stipulated in the concerned advertisement, the office could not find any reason meriting for consideration of grant of advance increments. In fact, as can be seen in the Bio-data statement at Annexure - A, Smti Phanwar possessed an educational qualification one stage higher to that prescribed in the advertisement but fell short of the experience qualification stipulated. (Provisions of the advertisement may please be seen in 2nd Column of Bio-data Statement at Annexure-A). Shri S.K.Job fulfilled the experience

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qualification requirement and could marginally meet the technical education requirement laid down in the advertisement.

2. F.R.27 provided for grant of advance increments with certain conditions one of which is that the pay of Government servants whose selection for appointment was through open competition, should be fixed as per relevant rules governing pay fixation. The selection and appointment of the candidates concerned was through open competition, hence they came under the purview of the normal rules governing pay fixation.
3. F.R.47 also stipulates that its provisions is not to be invoked in disregard of the normal rules governing pay fixation, except in cases of hardships or unusual circumstances. The candidates concerned were not in previous employment elsewhere but were on adhoc appointment in the RSIC itself - Shri S.K.Job was on adhoc/temporary Junior Technical Assistant for about 5(five) years initially on fixed salary and later on time scale basis and Smti Phanwar was a temporary officiating Senior Technical Assistant for about 8 (eight) months. Shri S.K.Job, having been appointed on adhoc basis in the post of Junior Technical Assistant on time scale basis prior to his regular selection and appointment to the same post, comes under the purview of normal rules of pay fixation, hence there lie no case for invoking F.R.27.

With the findings as above, the recommendation for grant of advance increments to Shri S.K.Job and Smti I.Y.Phanwar on their erstwhile regular selection and appointment as Junior Technical Assistants, is not tenable under the CCS Rules.

The matter is reported to the Council as desired and for orders if any.

U.O.NO.F.40-21/Estt.I/per/97-685.

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DETAILED PARTICULARS OF CANDIDATES RECOMMENDED BY THE SELECTION COMMITTEE FOR TECHNICAL POSTS UNDER SCHOOL OF PHYSICAL SCIENCES FOR POST IN RSIC.

Name of Post & Scale of Pay	Minimum qualification required as per advertisement.	Candidates recommended	Qualification possessed	Experience if any	Recommendation of Selection Committee
1. SENIOR TECHNICAL ASSISTANT (Rs. 1640-2900)	M.Sc. in any Science discipline with one year experience in operation & general maintenance of analytical instruments e.g. I.R. with data system UV-NIR-VIR, EM, NMR, GC-MS etc. OR B.Sc. with 3 years experience in above. OR Matric with ITI Cert. & 7 years experience.	Shri R. B. Gupta	M.Sc. (Organic spl.)	5 yrs. experience as Tech. Assistant in RPTI Chandigarh, NIR-VIR, IR, NMR, etc.	Protection of Pay (Organic) with add. two advance increments. (Rs. 1560-2300/-)
2. JUNIOR TECHNICAL	B. Sc. with 1 yr experience. OR Matric with 3 yrs. Diploma & 2 yrs. working experience. OR Matric with ITI Cert. & 3 yrs working experience Preferable: Experience with sophisticated analytical equipment/liquid nitrogen Plants/Instrumentation.	1. Shri S.K. Job 2. Shri S. Gupta	SSLC ITES-AC/R ITI Mech. Refrigeration & Air conditioning M.Sc. Pre-Ph.D.	Working as JTA on adhoc basis for about 8 yrs. in RSIC, initially on fixed pay & later on time scale basis. Working as STA on adhoc basis for about 1½ yrs. in Chem. Deptt. and equipment/liquid nitrogen plants.	Three advance increments. Two advance increments.

Name of Post & Scale of Pay	Minimum qualification required as per advertisement.	Candidates recommended	Qualification possessed	Experience if any	Recommendation of Selection Committee.
		3. Smti I. Hynniewta	M.Sc.	Served as STA for about 8 months on Temp. offtg. basis in RSIC.	Two advance increments
		4. Smti T. Hynniewta	B.E. (Electronics & Communications)	Nil	Two advance increments

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Item No.5 ACADEMIC MATTERS**5:8- Others.**

- (i) Inclusion of members from SC/ST Communities in Selection Committees for Teaching Posts.

EC:100:99:5:8: (i): The Council considered the letter of the MHRD regarding the inclusion of an SC/ST representatives in the Selection Committees for Teaching posts and RESOLVED that an SC/ST Representative not below the rank of a Reader may be included in the Selection Committee for the post of Lecturer.

Item No.6 ADMINISTRATIVE MATTERS**6:1- Selection Committee**

- (i) Case of Selection Committee Recommendation for grant of advance increments to Smti. IY Phanwar and Shri SK Job on their erstwhile regular selection for appointment to the post of Junior Technical Assistant.

EC:100:99:6:1: (i): The Council considered the Selection Committee's recommendation for grant of advance increments in respect of Smti. IY Phanwar and Shri SK Job and RESOLVED to regret the same as it is not permissible under the rules.

- (ii) Recommendation of the Selection Committee for Recruitment to the teaching post / placement in Sr. Scale.

EC:100:99:6:1: (ii): The Council approved the recommendations of the Selection Committee for recruitment to the teaching post / placement in Senior Scale as follows:

<u>Name</u>	<u>Post</u>	<u>Department</u>	<u>Placement</u>
1. Susan Lalthanpuui	Lecturer	Education(PUC)	Against SC / ST Open Post.
2. Mrs. I. Lall	Project Officer	Adult & Continuing Education.	Senior Scale