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Subject - Stepping up of pay of the Senior at par with  
the Junior

In pursuance of the E.C. Resolution No. EC:90:96:6:6(v) adopted in its 90th Meeting held on 18-7-96 on the above subject, resting on the case of stepping up of pay of Smt G.Kapoor, UDC, Examination, NEHU, Shillong and others was processed and placed before the Audit Officer of the University for his comments. An extract of his comments (Annexure I) is placed herewith before the council for favour of information, consideration and orders as deemed fit and necessary with special reference to the last para of his observation as Annexure I

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No.3-20/Estt-1/PER/91-3752  
Dt.3.12.96.

EXTRACT NOTE OF AUDIT OFFICER COMMENTS

Attention of OSD is drawn to the earlier notes at p.54-55<sup>N</sup> ante

From the link file (placed below) it is seen that Shri W. Kharbudon was promoted as UDC on a regular basis w.e.f. 01-02-85, on which date his pay was fixed at Rs.340/- with D.N.I. on 1-6-85. Prior to his promotion on 1-2-85, his pay was Rs.302/- in the LDC scale (for the period from 20-1-85 to 31-1-85). He also received pay @Rs.340/- in the UDC scale for the period from 24-5-84 to 19-1-85. From the statement flagged 112<sup>C</sup>, it is seen that Shri Kharbudon was getting Rs.1410/- on 1-6-91 while his three seniors was considered to have been admitted Rs.1410/- on 30-3-92, 22-4-92 and 22-7-92 i.e., much after the date on which their junior get Rs.1410/-.

As I mentioned earlier in my note ante the stepping up cannot be considered at every stage of pay drawn by Shri Kharbudon. Once the pay of the senior whose started getting less pay than the pay of their junior in the same scale same post in the same circumstances due to operation of RF.22-c than the pay of the seniors may be stepped up equal to the pay of the junior with effect from that date.

However before any action in this regard can be taken sanction of the competent authority is necessary to step up the pay of the seniors. The sanction should be explicit why the step-up is called for and at what stage of pay and scale of pay this should be done.

E.C. resolution is an advice and does not constitute in itself a sanction for purpose of implementations. The E.C. resolution may be translated into a sanction before the same can be implemented.

Submitted

Sd/- A.O.

OSD

(ix) Stepping up of pay of the Senior at par with the Junior.

No:EC:91:96:6:6:(ix): The Council considered the stepping up of pay of Smt.G.Kapoor at par with her Junior and RESOLVED to sanction the same as decided earlier.

(x) Merit Promotion Scheme-Report of the Committee

No:EC:91:96:6:6:(x): The Council considered the introduction of Merit Promotion Scheme of the University and while deferring to take any decision on the same RESOLVED that the University may write to the other Central Universities to find out the modus operandi of the scheme in such universities.

(xi) Grant of benefits in the form of addition to qualifying service for pension.

No:EC:91:96:6:6:(xi): The Council considered the recommendation of the Committee constituted by the Executive Council to grant benefit of qualifying service for pension to NEHU Employees covered by ~~CND~~ Rule/C.C.S.Rules and RESOLVED to accept the recommendation with immediate effect to those retiring after 7.12.96. Legal advice, however, may be sought for retrospective application of Rule 30 of the C.C.S.<sup>Rule</sup> with effect from 30.3.1990.

(xii) Accreditation of State Level Eligibility Tests

No:EC:91:96:6:6:(xii): The Council considered the accreditation of the State Level Eligibility Tests as conveyed by the University Grants Commission vide letter No.F.4-2/90(NET) of May,23,1996 and RESOLVED to approve the same.

6:7 - Others-

(i) Mode of reckoning seniority for the purpose of House-allotment-Report of the Committee.

No:EC:91:96:6:6:(i): The Council considered the mode of reckoning seniority for the purpose of house-allotment and while accepting the recommendations of the Committee appointed by it RESOLVED that the same Committee <sup>need</sup> make necessary amendments for House-Allotment Rules.

(ii) Provisions for redressal of Non-Teaching Staff Grievances.

No:EC:91:96:6:7:(ii): The Council considered the provisions for redressal of grievances of the Non-Teaching Staff and RESOLVED to appoint a Committee consisting of the following to frame the Statute as per Section 24(h)&(i) of the NEHU Act,1973.

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| 1. Pro-Vice-Chancellor,<br>NEHU, Mizoram Campus, Aizawl. | - | Chairman |
| 2. Prof.S.N.Bhat   | - | Member   |
| 3. Prof.A.C.Mohapatra                                    | - | Member   |
| 4. Prof.S.K.Mishra                                       | - | Member   |