

- (iii) Merger of 50% of Dearness Allowances/Dearness Relief with basic pay/Pension to Central Govt. employees/Pensioners w.e.f. 1.4.2004.
-

The Ministry of Finance, Govt. of India vide its Office Memorandum dated 1st March, 2004 at ANNEXURE-A has ordered that with effect from 1st April, 2004, D.A. equal to 50% of the existing basic pay shall be merged with the basic pay and shown distinctly as Dearness Pay (DP) which would be counted for the purpose like payment of allowances, transfer grant, retirement benefits etc. However, this merger will not effect the entitlement for LTC and TA/DA while on tour or transfer and entitlement for Govt. accommodation, which will continue to be governed on the basis of the basic pay alone without taking into account of Dearness Pay.

Accordingly, the matter was processed and subject to ratification by the Executive Council, the Vice-Chancellor has ordered the implementation of the said notification issued by the Govt. of India with respect to the employees of the University.

The matter is therefore, placed to the Executive Council for kind ratification.

No.F.39/Estt-II/82(P.file)/422.

3:3(2)
(COPY)

ANNEXURE -A

F.No.106/1/2004-IC
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, dated the 1st March, 04

OFFICE MEMORANDUM

Subject: Merger of 50% of Dearness Allowance/Dearness Relief with basic pay/pension to Central Government employees/pensioners w.e.f. 1.4.2004.

The Fifth CPC in para 105.11 of their Report had recommended that DA should be converted into Dearness Pay each time the CPI increases by 50% over the base index used by the last Pay Commission.

2. This recommendation of Fifth CPC has been considered and the President is pleased to decide that with effect from 1.4.2004, DA equal to 50% of the existing basic pay shall be merged with the basic pay and shown distinctly as Dearness Pay (DP) which would be counted for purposes like payment of allowances, transfer grant, retirement benefits, contribution to GPF, Licence Fee, monthly contribution for CGHS, various advances, etc. The entitlements for LTC, TA/DA while on tour and transfer and government accommodation shall, however, continue to be governed on the basis of the basic pay alone without taking into account Dearness Pay. In case of existing pensioners, Dearness Relief equal to 50% of the present pension will, w.e.f. 1.4.2004, be merged with pension and shown distinctly as Dearness Pension. Dearness Allowance/Dearness Relief converted into Dearness Pay/Dearness Pension respectively would be deducted from the existing rate of Dearness Allowance/Dearness Relief.

3. To ensure that pensioners retiring between 1.4.2004 to 31.1.2005 do not face any loss in fixation of pension, as a special dispensation in their case, DA equal to 50% of the basic pay would be treated as basic pay for purposes of computation of pension in respect of basic pay received by them prior to 1.4.2004. Consequently, element of dearness pension will exist only for pensioners retired/retiring from Government of India upto 31.3.2004.

4. Insofar as the persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.

Sd/-
(SUSHAMA NATH)

Joint Secretary to the Government of India

To

All Ministries/Departments of the Government of India as per standard distribution list.

Copy (with usual number of spare copies) to C&AG, UPSC, etc. as per standard endorsement list.

- (iv) Voluntary retirement in respect of Dr. Ali Ahmed, Reader Department of Geography, N.E.H.U., Shillong.

Dr. Ali Ahmed, Reader in the department of Geography, N.E.H.U., through his letter dt. 16.12.2003, sought for voluntary retirement from the services of N.E.H.U., on personal ground w.e.f. 1.4.2004(FN). Further, he also requested to treat the instant letter of request as three months' notice as required for the purpose of acceptance of voluntary retirement. The letter dt. 16.12.2003 received from Dr. Ali Ahmed is placed at Annexure I.

In view of fulfilling the requirement i.e., 3(three) months' notice period and subject to clearance of all dues and ratification by the E.C. the Vice-Chancellor has allowed Dr. Ali Ahmed to go on voluntary retirement with effect from 1.4.2004(FN). A copy of the order issued to this effect is placed at Annexure II.

Meanwhile, Dr. Ali Ahmed through another letter dt. 4.3.2004, (Annexure III) has requested the University to reconsider his voluntary retirement from the services of N.E.H.U. w.e.f. 1.6.2004 (FN). The request has been made in view of his family problems and other commitments as one of his research scholars is due for submission of his thesis.

In order to supersede the earlier office order issued on 29.1.2004, on acceptance of voluntary retirement in respect of Dr. Ali Ahmed w.e.f. 1.4.2004(FN) and considering the subsequent request of the incumbent on voluntary retirement w.e.f. 1.6.2004 (FN), the Vice-Chancellor, subject to ratification by the E.C., has allowed Dr. Ali Ahmed to go on voluntary retirement w.e.f. 31st May 2004 (AN).

The matter is therefore placed before the Council for ratification on the action taken by the Vice-Chancellor.

ANNEXURE - I

**NORTH EASTERN HILL UNIVERSITY
DEPARTMENT OF GEOGRAPHY,
MAYURBHANJ COMPLEX
NONGTHYMMAI SHILLONG-793014**

**Dr. Ali Ahmad,
Reader**

16 December 2003

**The Vice-Chancellor,
North Eastern Hill University,
Umshing-Mawkynroh Campus
Shillong - 793022**

Sub: Intimation seeking Voluntary Retirement w.e.f. 01.04.2004.

Sir,

This is for your kind information and consideration that I joined Department of Geography, North Eastern Hill University, Shillong on April 6, 1977 and since, have worked in this department with a degree of satisfaction and fulfillment and have been witness to the department grow to its present situation. But, as things stand now on the personal front, I find it difficult to continue till my retirement on superannuation in May 2009. I, therefore, desire to seek voluntary retirement from the services of NEHU, on personal grounds w.e.f. 01.04.2004. Kindly treat this intimation, also for the required three-months notice period.

I also put on record my appreciation of NEHU providing me the opportunity of serving here at Shillong, which I immensely enjoyed and look forward to the University reaching greater heights under your able stewardship.

Sd/- Ali Ahmad.

Dated the December 16, 2003, Shillong.

ANNEXURE II

**NORTH EASTERN HILL UNIVERSITY
PERMANENT CAMPUS::SHILLONG**

No.F.18-211/Estt-II/03

Dated March, 2004ORDER

In supersession to this Officer Order No.F.18-211/Estt-II/03/6569 dt. 29.1.2004, and subject to ratification by the Executive Council, the Vice-Chancellor is pleased to allow Dr. Ali Ahmed, Reader, Department of Geography, N.E.H.U., Shillong to go on voluntary retirement w.e.f. 31.5.2004.

Deputy Registrar,
Establishment -II.

Copy for information and necessary action to :-

1. The Finance Officer N.E.H.U., Shillong.
2. The Deputy Registrar (Finance) N.E.H.U., Shillong.
3. The Assistant Registrar (Finance) N.E.H.U., Shillong.
4. Dr. Ali Ahmed, Reader, Department of Geography, N.E.H.U., Shillong.
5. The Head, Department of Geography, N.E.H.U., Shillong.
6. The Dean, School of Human and Environmental Sciences, N.E.H.U., Shillong.
7. The P.S. to the V.C. N.E.H.U., Shillong for V.C's kind information.
8. Personal File.

Deputy Registrar,
Establishment - II

**NORTH EASTERN HILL UNIVERSITY
DEPARTMENT OF GEOGRAPHY
MAYURBHANJ COMPLEX,
NONGTHYMMAI, SHILLONG-793014.**

**Ali Ahmad, Ph.D.
Reader**

04 March 2004

**The Vice-Chancellor,
North-Eastern Hill University,
Shillong - 793022**

Sub: Intimation seeking Voluntary Retirement.

Ref: My letter of 16.12.03 and DR(Estt.II) let. No. F.18-211/Estt-II/6568 dt. Nil.

Sir,

This is continuation of my discussion with you on 3.3.04 in regard to the subject above and the possibility of marginal shift in date of VR as requested earlier. Due to pressing family difficulties and commitments and also that one of my Ph.D. candidate, Mr. Sunil K.Pio (lecturer, UCC) who is about to submit his thesis and unlikely during March 2004, I request you to kindly reconsider my VR date to June 1st forenoon, for which I shall indeed be obliged. Needless to say that if any teaching assignment department assigns during the interim period, I shall be very happy to undertake it.

In any case, I am grateful to the University for the opportunity it provided to me, and personally to you on many counts, impossible to recount here.

Thanking you and with warm regards and wishes.

**Yours faithfully,
Sd/- Ali Ahmad.**

5:1:1:(1)

5:1:1:(1)

Item No.5:ACADEMIC MATTERS

5:1. Statutes, Ordinances, Regulations and Rules.

(1) Amendments to series OE-6.clause 10 of
NEHU Ordinance (Study Leave)

In pursuance of the Resolution No.EC:116:2003:5:
1:(v): adopted at the 116th meeting of the Executive
Council held on 21st August,2003, a committee was
constituted to look into any other changes in lieu of
the UGC guidelines that needs to be incorporated in
the Study leave provisions in NEHU Ordinance series
OE 5 clause 10.

The report submitted by the committee in placed
at Annexure 'A'.

The matter is placed before the council for
consideration.

S.L.1(2)

Annexure A1

(0364) 2723044

Phone :

Grams : NEHU



पूवोत्तर पर्वतीय विश्वविद्यालय
पू० प० विवि० परिसर, शिलांग-७९३०२२ (मेघालय)

North-Eastern Hill University

NEHU Campus, Shillong - 793 022 (Meghalaya)

Department of Sociology

Prof. M. N. Karna

Shillong

March 30, 2004

The Chairman
Executive Council
North-Eastern Hill University
Shillong 793 022

DR (Cont.)
For EC
M. N. Karna
31/3/04

Sub: Amendments to OE - 6 (clause 10 - Study leave)

Sir,

Please find herewith the proposed amendments in clause 10 (Study leave) under NEHU ordinance OE - 6 for necessary action from your end.

Yours faithfully,

M. N. Karna
M. N. KARNA

Enclosure.



A.R. (Cont.)

S.R. 642

dt. 31.3.04

North-Eastern Hill University Ordinance

OE-6: On governing leave to teachers of the University***Clause 10: Study leave***

(i) Study leave may be granted after a minimum of 3 years of continuous service to pursue a special line of study or research directly related to his/her work in the university or research in interdisciplinary areas of study or to make a special study of the various aspects of university organisation and methods of education.

The paid period of study leave shall be for 3 years, but 2 years may be given in the first instance, extendable by one more year, if there is adequate progress as reported by the Research Guide. The number of teachers given study leave shall not exceed 20% of the total strength of the department/center. For the purpose of calculation of the above percentage, teachers, both on study leave and sabbatical leave, shall be taken into account.

Provided that the Executive Council may, in the special circumstances of a case, waive the condition of three years service being continuous.

Explanation: In computing the length of service, the time during which a person was on probation or engaged as a research assistant may be reckoned provided (a) the person is a teacher on the date of the application; and (b) there is no break in service.

(ii) Study leave shall be granted by the Executive Council on the recommendation of the concerned Head of the department/center and the school board. The leave shall not be granted for more than three years in one spell, save in very exceptional cases in which the Executive Council is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university

iii) Study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.

(iv) Study leave may be granted not more than twice during one's career. However, the maximum of study leave admissible during the entire service shall not exceed five years.

v) No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council. When the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless prior approval of the Executive Council to treat the period of shortfall as ordinary leave has been obtained.

vi) Subject to the provisions of sub-clauses (vii) and (viii) below, study leave may be granted on full pay up to two years extendable by one year, if there is adequate progress as reported by the Research Guide.

(vii) The amount of scholarship, fellowship or other financial assistance that a teacher, granted study leave, has been awarded will not preclude his/her being granted study leave with pay and allowances but the scholarship, etc. so received shall be taken into account in determining the pay and allowance on which the study leave may be granted. The Foreign scholarship/fellowship would be offset against pay only if the fellowship is above a specified amount, which is to be determined from time to time, based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.

(viii) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher, who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after re-joining the post.

(ix) A teacher granted study leave shall, on his/her return and re-joining the service of the university, be eligible to the benefit of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on study leave. No teacher shall, however, be eligible to receive arrears of increments.

(x) Study leave shall count as service for pension/contributory provident fund, provided the teacher joins the university on the expiry of his/her study leave.

xi) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.

Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.

xii) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the university for a continuous period equal to the period of study leave actually availed, from the date of his/her resuming duty after expiry of the study leave.

(xiii) After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the university, binding himself/herself for the due fulfillment of the conditions laid down in this ordinance and give security of immovable property to the satisfaction of the Finance Officer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the university.

xiv) The teacher shall submit to the concerned Dean of the school six monthly reports of progress in his/her studies through his/her supervisor or the Head of the Institution. This report shall reach the Dean within one month of the expiry of every six months of the study leave. If the report does not reach the Dean within the specified time, the payment of leave salary may be deferred till the receipt of such report.

(xv) A teacher (a) who is unable to complete his duties within the period of study leave granted to him, or (b) who fails to rejoin the service of the University on the expiry of his/her study leave and leave for journey period, or (c) who rejoins the University but leave the service without fulfilling the conditions laid down in this ordinance after the date of rejoining the service, or (d) who within the said period is dismissed or removed from the service by the University shall be liable to refund to the University the amount of leave salary, allowance and other expenses incurred on the teacher or paid to him/her on his/her behalf in connection with the course of study, or such amount as may be decided by the Executive Council from time to time.

Explanation: If a teacher asks for extension of study leave and if not granted but does not rejoin the university on the expiry of the leave originally sanctioned, he/she will be deemed to have failed to rejoin the service on the expiry of his/her the leave for the purpose of recovery of the dues under this Ordinance.

Notwithstanding the above, the Executive Council may order that nothing in this Ordinance shall apply to a teacher who within three years on return to duty from study leave is permitted to retire from service on medical grounds.

Provided further that the Executive Council may, in any exceptional case, waive or reduce, for reasons to be recorded, the amount refundable by a teacher, or the period of continuous service as laid down in this Ordinance. The Executive Council may also extend the period of leave in exceptional exigencies for a suitable period.

(xvi) On return from study leave, the teacher shall report to the University, through the Head of the department/center, the nature of his/her work and his/her achievement(s). He/she shall also present a resume of his/her work in a school level seminar, specially organised for the purpose by the Head of department/center.

- (i) Appointment of Dean School of Social Sciences,

EC:118:2004:2(ii): The Council noted the action taken by the Vice-Chancellor in appointing Prof. C Nunthara, Deptt. of Sociology as Dean, School of Social Sciences for a period of 3(three) years w.e.f. 1.4.2004 or until further order whichever is earlier

- (ii) Action taken on the minutes of the 117th meeting of the Executive Council.

EC:118:2004:2(iii): The Council noted the action taken on the Minutes of the 117th meeting of the Executive Council.

ITEM NO.3. RATIFICATION OF ACTION TAKEN BY THE VICE-CHANCELLOR:

- (i) Appointment of Proctor(Campus), NEHU, Shillong.

EC:118:2004:3(i): The Council ratified the action taken by the Vice-Chancellor in appointing Prof. S B Prasad, Deptt. of Zoology, NEHU as Proctor (Campus) for a period of another two years w.e.f. 5.2.04 in addition to his normal duties.

- (ii) Appointment of Prof. E D Thomas as nominee of the Govt. of India to serve on the State Level Grant-in-Aid Committee of the State of Sikkim.

EC:118:2004:3(ii): The Council ratified the action taken by the Vice-Chancellor nominating of Prof. E D Thomas as non-official representative by the Govt. of India to serve on the State Level Grant-in-aid Committee in Sikkim.

- (iii) Merger of 50% of Dearness Allowances/Dearness Relief with basic pay/pension to Central Govt. Employees/Pensioners w.e.f. 1.4.04.

EC:118:2004:3(iii): The Council resolved to ratify the order of the Vice-Chancellor to implement the Govt. of India, Ministry of Finance, Department of Expenditure Office memorandum No.106/1/2004-IC dt. 1.3.04 to merge 50% DA/DR with the existing Basic pay/Pension to the Employees and Pensioner of the NEHU with effect from 1.4.04.

- (iv) Voluntary retirement in respect of Dr. Ali Ahmed, Reader, Deptt. of Geography, NEHU, Shillong.

EC:118:2004:3(iv): The Council ratified the action taken by the Vice-Chancellor, permitting Dr. A Ahmad, Reader, Deptt. of Geography to proceed on Voluntary Retirement w.e.f. 1.6.04 (FN) in suppression of the earlier order No.F.18-211/Estt.II/03-6569 dt. 29.1.04.

- (v) Creation of Statistical Cell in NEHU.

EC:118:2004:(v): The Council ratified the action taken by the Vice-Chancellor, in creating a Statistical Cell in the University under the Planning Department as per the directive of the U.G.C.

- (vi) Appointment of part-time-teacher on contract basis in the Deptt. of Rural Development and Agricultural Production, Tura Campus, Tura.

EC:118:2004:3(vi): The Council ratified the action taken by the Vice-Chancellor, in regard to appointment of the following part time Lecturers on contract basis in the Deptt. of Rural Development & Agricultural Production for Tura Campus.

1. Mrs. Jayashree Mohanta, till December, 2004 (End of Semester).
2. Shri B.K Mishra, w.e.f. 19.2.04 to December, 2004 (End of Semester).

The Council further recommended that the University should take every care to ensure that such appointments are made in strict conformity with the UGC Guidelines for appointment of part time Lecturers.

ITEM NO.5. ACADEMIC MATTERS:

5:1:-Statutes, Ordinances, Rules and Regulation:

- (i) Amendment to series OE-6 Clause-10 of NEHU, Ordinance(Study Leave)

EC:118:2004:5:1:(i): The Council considered the draft Ordinance series OE-6 Clause-10 of NEHU Ordinance (Study leave) and approved the amendments in principle. However, the Council suggested that a few details needed to be re-considered and RESOLVED to request Prof. Karna and the Chairman to consider the suggestion and incorporate them in the draft. Meanwhile the amendments regarding the maximum duration with full pay should be made effective from the date of the receipt of the relevant UGC Guidelines.