

NORTH\_EASTERN HILL UNIVERSITY  
Shillong - 793 001

AGENDA OF THE 26TH MEETING  
OF THE  
EXECUTIVE COUNCIL

Saturday, the 29th August, 1981  
AIZAWL

NORTH-EASTERN HILL UNIVERSITY  
SHILLONG - 793 001

AGENDA FOR THE 26TH MEETING OF THE EXECUTIVE COUNCIL

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Item No. 1

Confirmation of the Minutes of the 25th meeting of the Executive Council held on 27 June, 1981 :

The Minutes of the 25th meeting of the Executive Council held on the 27th June, 1981 already circulated amongst the members with a request to give a suggestion or comment, if any, on the Minutes. Since no comments were received from the members, the Minutes may be taken as confirmed.

Item No. 2

MATTERS ARISING OUT OF THE MINUTES :

- (a) To consider the various points submitted by Dr P.M.Reddy, Lecturer, Department of Botany, NEHU -

In pursuance of the decision of the Executive Council vide its Resolution No. EC:24:81:05(a), the Vice-Chancellor had appointed a Committee to go into the various points submitted by Dr P.M. Reddy, Lecturer, Department of Botany, NEHU.

The Report of the Committee is being tabled by the Chair.

- (b) Grievances of the students of the College of Agriculture, Nagaland vis-a-vis the removal of the Principal -

The Executive Council vide its Resolution No. EC:25:81:02(d) had considered the report submitted by the Director of Education, Nagaland, of his enquiry into the allegations against Dr M.C.Pandey, Principal, College of Agriculture, Medziphema, Nagaland. The Council had RESOLVED to request the Vice-Chancellor to obtain the comment of Dr Pandey and to place all relevant information at the next meeting.

The Comments of Dr Pandey are being tabled by the Chair.

Item No. 3

To consider certain guidelines to be adopted by the University in allowing mileage or actual cost of travelling for local journeys performed by Officers, staff and members of the Bodies of the University :

One of the basic principles governing the grant of travelling allowances is that the travelling allowance granted to an employee covers the expenses which he incurs in travelling and halting at a duty-station in the interest of performing his public duties. Therefore, travelling allowance should not become a source of profit, nor should it result in a loss to the person who performs the duties.

2. While going through the Travelling Allowance Rules for Tour framed by the Central and State Governments, it may be noticed that the Rules allow such flexibility as to observe the above mentioned principle. A similar Travelling Allowance Rules should have been prescribed by the University for its officers, members of the University Bodies and teaching and non-teaching staff. Steps in this direction are being taken. In the meantime, it is imperative that there should be Rules and Guidelines approved by the Executive Council to regulate the claims of persons concerned with the work of the University. The University has been following Central Government Rules in this regard which will continue till such time they are replaced by University's own rules.

3. Very often the officers and staff of this University have to proceed to outstations like Delhi and Calcutta and perform duties. In order to expedite their work within the short period of their tour, they incur conveyance expenses on local journeys performed in the interest of their public duties and claim reimbursement. Such local journeys are by taxi or Auto-Riksha (three wheeler) either by the officer himself alone or on a shared basis as the case may be. In the Central Government Rules, travelling allowance is not admissible to a Government servant who performs journey within the radius of 8 K.M. of his headquarters. However, S.R. 89 states:

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"A competent authority may, by general or special order, permit any Government servant or class of Government servants to draw the actual cost of hiring a conveyance on a journey for which no travelling allowance is admissible under these rules."

4. In the case of the University, it is necessary to prescribe rules governing the allowance for hiring conveyance on account of local journeys at outstations during tours. The Council may kindly consider the following suggestions in this regard:

(i) Actual expenses on hiring of conveyance for local journey performed at an outstation by an officer/ teacher/member of the Authority/ an employee of the University in the interest of the work of the University may be paid on the following conditions:

- (a) The Vice-Chancellor shall exercise full powers
- (b) The Vice-Chancellor shall be the controlling officer in respect of himself.
- (c) The members of the Authorities of the University shall be competent in respect of their claims
- (d) The Vice-Chancellor shall be the controlling officer in respect of the Heads of Departments, Institutions and Heads of Administrative Offices.
- (e) The Heads of Departments, Institutions and Administrative Offices shall be the controlling officers in respect of the staff under their respective control.

(ii) Ordinarily, an actual payee's receipt supporting the claims shall be produced alongwith the claims; provided that the Vice-Chancellor shall be competent to waive this condition in which case a certificate stating that the amount claimed was reasonable and that the payment was necessary in the interest of the University's work, shall be furnished by the Heads of Departments/ Institution/Administrative Office.

(iii) Controlling Officers shall exercise strict control while admitting the claims and normally the mode of conveyance should be the ordinary public transport available at the station.

5. The Council may kindly consider the proposal.

Procedure regarding disbursement of TA  
to members of the various Bodies and  
Committees constituted by the  
University :

A number of Bodies of the University like the statutory Bodies, Selection Committees and other Committees constituted by the University meet from time to time at the Headquarters of the University and also at places outside the Headquarters depending on the feasibility and necessity of arranging such meetings at such places. To cite a few examples, the Selection Committees of this University meet generally in Delhi as it is convenient for all concerned. Some times, the meetings of the Statutory Bodies of the University have to be held in the Campuses in Nagaland and Mizoram and at times, in Delhi or Calcutta. All these arrangements are made not only as a practical steps but also as a necessary and desirable step after a decision has been taken in respect of the venue of such meetings.

2. In the matter of disbursement of TA to the members attending such meetings from outside the University, the present practice is to prepare their TA bills, scrutinise the claims and pass them for final payment and disburse the amount to the members concerned at the venue of the meeting itself. This is done with the help of experienced staff of the University dealing with TA bills in the Finance Department who are detailed on duty to the places where such meeting are held. Final payment is made to such members on the day of the meeting even when the meeting is held at the Headquarters of the University. Two questions arise from the procedure being followed at present:

- (i) whether the claims should not be examined in the Finance Department under the supervision of an officer of that Department before final payment is made;
- (ii) whether final payment should be made to a member before he completes his journey after the meeting.

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3. The Finance Department of the University has expressed the following views in this connection:

"....TA and DA should be finalised and payment made only after the tour has been completed and, as such, it would be irregular to clear the total claims of the members of the Council at the conclusion of the meeting itself unless, of course, there is already an Executive Council Resolution/UGC's directives available vide which the payment can be cleared even before the return journey is completed."

It may be mentioned, as pointed out earlier in this Note, that the procedure being followed is the same in respect of various other Bodies of the University.

4. As per the delegation of powers already approved by the Executive Council, in the case of members of the Executive Council, and other Statutory Committees, countersignature of the TA bills by the controlling officer is not necessary. In other words, the members are themselves responsible for the drawal of their TA and DA and for refund of the amount drawn in excess, if any. It will be reasonable to presume that the members of such Bodies are those who hold office for a term of two or three years in accordance with the provisions of the respective Statutes. Members of the Selection Committees and other Committees are appointed for specific purposes and are not members in the same sense in whose case the countersignature of the controlling officer is necessary. However, since the meetings of all these Bodies are presided over either by the Vice-Chancellor or the Pro-Vice-Chancellor, the claims may be scrutinised by the office staff deputed for the purpose and countersignature of the controlling officer obtained on the spot. It may not, however, be insisted upon that the claims be examined under the supervision of the Officer of the Finance Department, as the scrutiny of the bills is normally done at the office level.

5. As regards the second point, namely the full and final payment of the amount before the completion of the journeys by the members, it is considered necessary to relax

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the requirement of the rules. The USC and many other organisations pay TA to the members of the Committees during the meeting. The distinction is clear between an officer of the University performing tour duties and submitting his final claims and a non-official member invited to help the University in certain matters. The latter submits his claims after meeting expenses from his own pocket either for the whole journey or at least for the first part. The procedure to be adopted in the latter case should not only be fair but reasonable and realistic to ensure that the University will continue to receive the co-operation of such members without causing undue hardships and inconveniences. It is, therefore, realised that the University makes the final payment to members on the day of the meeting in its own interest, i.e., in the interest of the continued functioning of the University.

The Executive Council may kindly consider the points submitted as above and take necessary decisions.

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To consider the proposal for opening an account in the name of North-Eastern Hill University in one of the nationalised Banks in New Delhi

This University had opened an official current account in 1974 in the name of "North-Eastern Hill University" in the Janpath Branch of Indian Overseas Bank, New Delhi, with the approval of the Executive Council. The Council had adopted the following Resolution at its meeting held on 4th June, 1974:

"EC:74:25 - Bank Account in New Delhi

Since many meetings of the University are held in Delhi, it is RESOLVED to open an account with the Indian Overseas Bank, Connaught Circus Branch, New Delhi in the name of the North-Eastern Hill University, and to authorise both the Vice-Chancellor and the Officer on Special Duty(Finance) to operate the account."

This account was closed down in 1979 at the instance of the University as the audit had pointed out non-adjustment of advances drawn from the Delhi account and the audit observation leaked out into a section of the Press who published allegations against the University. However, the University clarified its position in the matter, and steps have been taken and adjustment of the account relating to that Bank account is in process.

2. Since some of the meetings of the University Bodies like the Selection Committees are still being held in Delhi, there is still a need to meet the expenditure on account of official activities of the University in Delhi. Cash payment on the spot is necessary in such cases. The practice followed at present is to draw funds as Demand Drafts and encash them in Delhi for disbursement. The Officer in whose name the Draft is made finds it difficult to encash it in Delhi as he needs to be identified to the Bank by some other officer who has an account with that Bank. Since NEHU's accounts at Shillong are with the State Bank of India, the Drafts drawn on State Bank of India Parliamentary Street, New Delhi, are encashed after considerable delay and procedural problems. It is realised that

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this difficulty is mainly due to the fact that the University does not have an account with a Bank in Delhi as it had earlier.

Therefore, it is proposed that the Executive Council may approve opening of a current bank account in the name of "North-Eastern Hill University" in one of the nationalised Banks of India. Since the University had a good experience of prompt and efficient service given in the past by the Indian Overseas Bank, Janpath Branch, New Delhi, it may also be considered as one of the Banks in the context of this proposal.

The fund in the account may be operated by the Finance Officer of the University and, in his absence, by any other Officer appointed by the Vice-Chancellor to perform the duties of the office of the Finance Officer.

It is proposed that from the following sources only the remittances shall be made into the Delhi account:

- (i) Any amount remitted by the University from its fund at Headquarters.

It is proposed that the expenditure on account of the following purposes shall be incurred from out of the Delhi accounts:-

- (i) Payment of T.A. to the members of the Bodies of the University or of any Committee constituted by the University for their meetings held in Delhi or nearby stations;
- (ii) Payment of any hospitality expenses to the members attending the meeting specified in (i) above;
- (iii) Payment of any service charges sanctioned by the Vice-Chancellor in connection with the meetings in (i) above;
- (iv) Any contingency expenditure on account of (i) above sanctioned by the Vice-Chancellor.

~~The Executive Council may kindly consider the proposal.~~

To enable Finance to arrange issue of a cheque for advance payment and to take action for adjustment of such advance, it is necessary that formal sanctions be issued at least seven days ahead of time and specifying accounts therefor be rendered within a week by the officer concerned on his return to the Headquarters.

The Executive Council may kindly consider the proposal.

Item No. 6

To consider granting of extra-duty remuneration to the staff of the Library, NEHU :

Library is a service institution. It has to function on all holidays. Till now, we are allowing compensatory leave to the persons coming on holidays. It adversely affects the Library by granting compensatory leave to the persons coming to duty on holidays. The Central Universities like Banaras Hindu University and Delhi University have solved this problem by granting extra-duty remuneration to the staff working on holidays. Under this provision of extra-duty remuneration, the person becomes entitled to one day salary if he works on a holiday.

It is, therefore, placed before the Council whether the above provision of granting one day salary to the staff of the Library be also implemented in this University.

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Item No. 7

Payment of temporary advances to the  
Co-Ordinator, NSS, out of the University  
Fund :

To meet their pressing demands, temporary advances amounting to Rs 3,11,602.51 were paid to the Co-Ordinator, NSS, out of the University Fund during the period from 3rd September, 1977 to 19th November, 1980 of which a sum of Rs 20,000/- has since been refunded. The total outstanding at present amounts to Rs 2,91,602.51 (Rupees two lakhs ninety one thousand six hundred two and paise fifty one only) (Annexure - 1). These advances were given to the NSS on the basis of the Executive Council Resolution No. EC:14:78:44.

The matter has been taken up with the NSS Co-Ordinator to arrange refund of the entire advances on receipt of grants from Government of India and concerning State Governments but without any result so far. It is, therefore, proposed to ask the Co-Ordinator to arrange refund of the entire balance within a specified period or in the alternative the Department of Finance be directed to adjust the outstanding advance @ 10% or so out of each grant received in favour of NSS Department in future.

## STATEMENT OF ADVANCES MADE TO NSS DURING THE YEAR 1977-1980.

1977

3.9.77 - Rs 41,602.51 - \*(1) Amount paid for purchasing the  
NSS vehicle (Jeep) from University  
Fund.

17.8.78 - Rs 20,000.00

30.3.78 - Rs 75,000.00.

Total - Rs 1,36,602.51.

1978-79

7.7.78 - Rs 20,000.00.

17.8.78 Rs 50,000.00.

16.11.78 Rs 50,000.00.

30.1.79 Rs 50,000.00.

Total - Rs 1,70,000.00.

1980-81

October, 1980 - Rs 200.00.

18 November, 1980 - Rs 4,800.00.

Total Rs 5,000.00.

Grand Total - Rs 3,11,602.51.

Total advance paid to NSS Rs 3,11,602.51.

Amount refunded on 26.11.77 Rs 20,000.00.

Amount to be recouped - Rs 2,91,602.51.

(Rupees two lakhs ninety one thousand six hundred two and  
paise fifty one ) only.

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## Item No. 8

Reservation for Scheduled Castes/Scheduled Tribes in the matter of appointment to the teaching posts in Universities/Colleges :

The Commission in July, 1975 agreed in principle that reservations may be provided for Scheduled Castes/Scheduled Tribes for recruitment to the posts of Lecturers in the Universities/Colleges and mechanics for such reservations may be worked out. The Commission further decided that in order that a teaching post may not remain vacant for long period such reservations may not be operated on roster basis nor should the reserved posts be carried forward from year to year. The decision was brought to the notice of the Universities/Colleges for their guidance.

Subsequently, the UGC in June, 1976, in the light of the recommendations made by the Committee of Vice-Chancellors of the Central Universities, agreed to observe the following mechanics to ensure reservations for Scheduled Castes/Scheduled Tribes for recruitment to the posts of Lecturers in a University/College:

- (a) Before the beginning of each academic year the University should determine the likely vacancies that may occur during the year for recruitment to the post of Lecturers.
- (b) The number of posts to be filled under the reserved category may be determined faculty-wise, although no individual post may be designated as "reserved post". the advertisement for these posts should indicate that preference would be given to Scheduled Caste/Scheduled Tribe candidates who are considered fit. On receipt of applications, the University may invite for interview all Scheduled Caste/Scheduled Tribe candidates who fulfill the minimum qualifications prescribed for recruitment to the post of Lecturer.
- (c) The candidates belonging to Scheduled Castes and Scheduled Tribes may be interviewed separately in the first instance. The candidates belonging to the general category may then be interviewed separately keeping in view the recommendations made by the selection committee in respect of Scheduled Caste/Scheduled Tribe candidates.

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- (d) In the case of Scheduled Caste/Scheduled Tribe candidates interviewed by the committee if suitable candidates are not available for appointment to the post of Lecturer, the selection committee may recommend appointments of suitable candidates as Research Associate in the scale of Rs 700-1300/- for a period upto three years and these persons could later compete for the post of Lecturers as and when vacancies occur. The recommendations made by the selection committee in this regard for appointment as Research Associates may be sent to the Commission for consideration.

In January, 1970, the Commission again reiterated its decision that for recruitment to the post of Lecturers, candidates belonging to Scheduled Castes and Scheduled Tribes was not found suitable for the post of Lecturer and the selection committee recommended him/her for appointment as a Research Associate, the person should possess the minimum qualifications prescribed for recruitment to the post of Lecturer. The Commission has also ascertained from the Universities to what extent Scheduled Castes/Scheduled Tribe candidates have benefitted from the policy of reservation in the matter of teaching appointments.

The matter is placed before Executive Council for consideration.

Item No. 9

Reservation of posts for the physically handicapped persons in Group 'C' and 'D' posts/services under the Central Government :

Through the Office Memoranda No. 39016/6/77-Estt(C), dated 4 November, 1979 and No. BPE/G/1006/70/MAN/2/60/77-BPE(GM-I) dated 30 March, 1978, issued by the Ministry of Home Affairs and the Ministry of Finance, <sup>the</sup> Government of India, has instructed that the reservation of posts for the physically handicapped persons in Group 'C' and 'D' posts/services under the Central Government and its public undertakings should be as follows:-

<u>Categories of handicapped</u>	<u>% of reservation</u>	
The Blind	1%	Definition of each is provided in the Annexure - 2 Categorisation of the physically handicapped persons for the purpose of reservations in employment will be on the basis of the Definition furnished in the Annex.
The Deaf	1%	
The Orthopaedically handicapped	1%	

In pursuance of the above office Memoranda, the Ministry of Education & Culture has also issued to the University letters No. C.11071/41/80-CDN dated 20 August, 1980 and DO No. F.16-50/80-U.S. dated 19 August, 1980.

It may be noted that with regard to appointments for the non-teaching and non-technical posts in the University as per the Executive Council Resolution No. EC:7:75:23 dated 26 April, 1975, the University has been following the recruitment policy of 45% reservation for Scheduled Castes/Scheduled Tribes and 5% for the ex-servicemen.

The matter is placed before the Executive Council for consideration.

Definitions of the categories of the handicapped for purpose of reservation in employment.

### THE BLIND

The blind are those who suffer from either of the following conditions :-

- (a) Total absence of sight;
- (b) Visual acuity not exceeding 6/60 or 20/200 (Snellen) in the better eye with correcting lenses;
- (c) Limitation of the field of vision subtending an angle of 20 degrees or worse.

### THE DEAF

The deaf are those in whom the sense of hearing is non-functional for ordinary purposes of life. They do not hear/understand sounds at all events with amplified speech. The cases included in this category will be those having hearing loss more than 90 decibels in the better ear (profound impairment) or total loss of hearing in both ears.

### ORTHOPAEDICALLY HANDICAPPED

The orthopaedically handicapped are those who have a physical defect or deformity which causes an interference with the normal functioning of the bones, muscles and joints.

Item No. 10

Action to be taken by the University  
Authorities during the course of  
agitation/strike by the Staff :

A. DO letter No. DO F.20-26/00-Desk(U), dated 13 May, 1960 from Shri S.N.Pandita, Joint Secretary, Government of India, Ministry of Education & Culture, Department of Education, addressed to the Vice-Chancellor, pertaining to the course of action to be taken by the University Authorities at the time of agitation/strike by the University staff is placed below as Annexure- 3

This letter has been discussed by the Vice-Chancellor of Central Universities and each University has to act according to this letter. Many of the Central Universities have already taken action as per this letter.

The matter is placed before the Executive Council for consideration whether the contents of this letter be brought to the notice of all the employees of this University and action taken by the University Authorities during any such agitation/strike, resorted to by the staff of this University in future.

The University Grants Commission, in its DO letter No.F.3-16/01(NP-I), dated 27 June, 1961 (Annexure - 4 ) has also requested this University to indicate the action proposed to be taken in this regard.

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S.N. PANDITA  
JOINT SECRETARY

D.O.NO.F.20-26/80-Desk (U)  
Government of India  
Ministry of Education & Culture  
Department of Education.

New Delhi the 13th May, 1980

My Dear Vice-Chancellor,

There have been cases of Central Government servants and employees of State undertakings resorting to 'strike'. Government have from time to time issued various instructions about action to which such striking employees render themselves liable. I am giving in the following paragraphs a list of various rules and executive instructions issued by Government on the subject.

(a) Rule 7(ii) of the Central Civil Services (Conduct) Rules, 1964 provides that no Government Servant shall resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to his service or the service of any other Government servant.

It has been clarified that 'strike' means refusal to work or stoppage or slowing down of work by a group of employees acting in combination and includes -

- (i) mass abstention from work without permission (which is wrongly described as "mass casual leave");
- (ii) refusal to work overtime where such overtime work is necessary in the public interest;
- (iii) resort to practices or conduct which is likely to result in or results in the cessation or substantial retardation of work in any organisation. Such practice would include, what are called 'go-slow', 'sit-down', 'pen-down', 'stay-in', 'token', 'sympathetic', or any other similar strike; as also absence from work for participation in a Bandh or any other similar movements.
- (iv) "Gherao", involving forcible confinement of public servants within office premises by surrounding their places of duty and holding demonstrations/meetings both within office premises during office hours and also outside the office premises beyond office hours tending to forcible confinement of public servants within office premises.

The above list is only illustrative and not exhaustive. It only clarified the position in respect of practices which the striking employees have known to have resorted to.

Government servants who resort to action of the above kind violate Rule 7(ii) of the Central Civil Services (conduct) Rules, 1964 and are liable to disciplinary action against them.

(b) while suitable disciplinary action should be taken against employees resorting to strike, Government servants are not entitled to pay for the period of strike which is unauthorised absence within the meaning of FR. 17. It has been decided that the competent

authorities should observe the principle of "no work, no pay" in respect of the employees who participate in strikes and that this principle should not be circumvented in any way including by grant of leave for the period of the strike

The period of unauthorised absence in the case of an individual employee is also deemed to cause interruption or break in service under FR. 17 A, unless otherwise decided by the competent authority, for the purpose of leave travel concession, quasi-permanency and eligibility for appearing in departmental examinations, for which a minimum period of continuous service is required.

(c) In the case of temporary employees, who actively participate in strike and remain absent from duty, thereby making their service unsatisfactory, the competent authority can, in appropriate cases, take action under rule 5 of the Central Civil Services (Temporary Service Rules, 1965 and terminate the services of the temporary Government servants without assigning any reasons.

(d) In the context of the participation of Central Government employees and employees of autonomous bodies and Public Sector Undertakings, in the present Gana Satyagraha in Assam, Government has decided that after promulgation of the Essential Service Maintenance (Assam) Ordinance, 1980 the following specific departmental action should be taken against individual employees who were absent or are continuing to absent themselves from duty without proper authority due to their passive/active participation in the agitation;

A. Permanent/Quasi-permanent Government Employees :

Those who take or had taken active part in the strike by way of instigation of others indulging in acts of violence, intimidation, shouting of slogans inside office buildings, etc. should be suspended and appropriate disciplinary action should be taken under the relevant disciplinary rules.

B. Temporary Government Employees :

- (i) The services of those temporary Central Government employees who had actively participated in the strike by way of instigation of others, indulging in acts of violence, intimidation, shouting of slogans inside office buildings, etc. should be terminated forthwith in terms of the provision to rule 5(1) of the Central Civil Services (Temporary Service) Rules, 1965.
- (ii) Those temporary Central Government employees who only passively participated in the strike by merely being absent from duty, should be issued notices of termination of their service under rule 5(1) of the Central Civil Services (Temporary Services Rules, 1965).

2. I am bringing the position to your notice for information and such action as you may deem necessary in dealing with cases of employees of the University, who may resort to strike.

With regards,

Yours sincerely,  
Sd/- S.N. Pandita  
(S.N. Pandita)-

/ C O P Y /Confidential

University Grants Commission

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Secretary

Bahadur Shah Zafar Marg  
New Delhi - 110 002.

D.O.NO.F.3-16/81(NP-I)

June 1981 27th June, 1981

Dear Dr. Banwar:

As you are aware, in the last meeting of the Vice-Chancellors of the Central Universities the question of incorporating provision in the Rules and ordinances of the Universities for taking disciplinary action against employees resorting to strikes, it was discussed in detail and it was resolved in the said meeting that before any further action is taken in this regard, the Central Universities may indicate the action taken on the Ministry of Education D.O.No.F.20-28/80-Desk(U) dated May 13, 1980 (copy enclosed).

Since the next meeting of the Vice-Chancellors of Central Universities is scheduled on 16th July, 1981 it is requested that the action taken on the aforesaid letter of the Ministry of Education may kindly be indicated at an early date so that the matter could be placed before the next meeting of Vice-Chancellors for further necessary action.

An early reply will be appreciated.

With regards,

Yours sincerely,

Sd/- R.K. Chhabra,

-oOo-

Dr. S.C. Banwar  
Vice-Chancellor (Acting ),  
North Eastern Hill University

## Item No. 11

Appointment of Pro-Vice-Chancellors in the Nagaland and the Mizoram Campuses :

The decision of the University's Court taken at its meeting held on the 25th May, 1961, is placed below for consideration of the Council:

"For expeditious development of the Campuses in Nagaland and Mizoram, appointment of a Pro-Vice-Chancellor as incharge of each Campus with adequate powers vested in each of them, be made as early as possible and this suggestion of the Court be conveyed to the Committees constituted by the Executive Council for the purpose."

## Item No. 12

To consider certain matters in connection with the appointment of a Principal in Pachhunga University College, Aizawl :

The post of Principal, Pachhunga University College, Aizawl, Mizoram, fell vacant following the appointment of Shri Saingenga as the Director of College Development in the University at Shillong with effect from 11 October, 1979. The College was taken over from the Government of Mizoram on 19 April, 1979 together with all the teaching and non-teaching staff appointed therein by the Mizoram Government. Under Mizoram Government, the post of Principal was in the pay scale of Rs 1200-1600/- whereas the UGC sanctioned the scale of pay of Rs 1500-2500/- for the post of Principal of the University College as in the case of Principal of the Agricultural College, Medziphema, Nagaland.

2. At present, the OSD in charge of the Mizoram Campus is holding temporary and additional charge of the Principal of the College. Since this College needs a full time Principal, it was considered necessary to fill up the post and the post was advertised in January, 1980. However, the selection could not be held for administrative reasons.

3. Shri Saingenga, Director, College Development Department, holds his present post on a temporary basis as the College Development Scheme is a temporary Scheme. While sanctioning the Scheme the UGC stated as follows:-

"As recommended by the Committee, the assistance of the Commission which will be on 100% basis will be available initially for a period of three years after which the Scheme may be reviewed."

In view of the above, stipulation made by the UGC, the University is not as yet sure of the continuance of the College Development Scheme and the staff appointed thereunder. There is, therefore, a possibility for the

Contd/...

Director, College Development Department, to revert to his parent post of Principal of the Pachtunga College . in which he has a substantive position.

4. However, the University decided to advertise the post and select a Principal in the pay scale sanctioned by the UGC which is considerably higher than the one that existed under the Government of Mizoram. There is a need to have a full time Principal in the College. In view of the above circumstances, the Executive Council may kindly consider the following :-

- (i) Whether the interview may be held for selection of the Principal and Shri Saingenga may also be asked to appear before the Selection Committee;
- (ii) Whether the selection may be deferred until the future of the College Development Scheme is decided;
- (iii) And ad hoc arrangement for a full time Principal may be made;

OR

- (iv) The present temporary arrangement under which the OSD, Mizoram Campus is holding additional charge should be continued.

The Executive Council is requested to kindly consider the matter for a decision.

Item No. 13

Membership of Finance Officer to the Court of the University :

The Resolution of the University's Court adopted at its meeting held on 25th May, 1981 is reproduced below as under for consideration of the Council:-

"C:6:81:04:iii - Since the Court would expect to be informed of the University's position on various matters of Audit, Accounts, Finance and Budget, the Finance Officer be made a member of the Court."

In this connection, the provision of Section 25(1) & (2) of the University Act, may be quoted as follows for the information of the Council:-

25(1) The First Statute are those set out in the Schedule.

(2) The Executive Council may, from time to time make new or additional Statutes or may amend or repeal the Statute referred to in sub-section (1):

Provided that the Executive Council shall not make, amend or repeal any Statute affecting the status, powers or constitution of any authority of the University until such authority has been given an opportunity of expressing an opinion in writing on the proposed changes, and any opinion so expressed shall be considered by the Executive Council".

Hence, it is proposed for consideration of the Council that in order to make the Finance Officer the member of the University's Court, Statute 10(A)(i) may be amended by adding another sub-clause vii(a) under the heading "Ex-Officio Members" as shown below:-

Contd/...

Ex-Officio Members

<u>Existing sub-clauses</u>	<u>Proposed amendment</u>
(i) Chancellor - Ex-Officio	(i) Chancellor Ex-Officio
(ii) Vice-Chancellor -do-	(ii) Vice-Chancellor -do-
(iii) Pro-Vice-Chancellor if any -do-	(iii) Pro-Vice-Chancellor, if any. -do-
(iv) Dean of Students' -do- Welfare, if any.	(iv) Dean of Students' -do- Welfare, if any.
(v) Registrar -do-	(v) Registrar -do-
(vi) Librarian -do-	(vi) Librarian -do-
(vii) Proctor, if any -do-	(vii) Proctor, if any -do-
	(vii)(a) Finance Officer -do-

therefore,  
The matter is placed before the Council for  
consideration and approval.

Item No. 14 EXTENSION OF STUDY LEAVE.

Mrs. N. Maitra, Asst. Librarian was granted Study Leave for a period of 1(one) year with effect from 1.8.80 to 31.7.81 to complete her Library Science Course during the Academic year 1980-81. This was approved by the Executive Council in its meeting held on 29th Jan. '80 vide Resolution No.EC:21:80:34.

Mrs. Maitra has now requested for further extension upto the end of September 1981 on the ground that her Second Semester Examination is due to be held in the later part of August 1981. Her application for the extension of Study Leave has also been forward and recommended by the Librarian. The application may be seen at Annexure 5

In case the extension is granted Mrs. Maitra will be required to execute a bond in Form 8 of the C.C.S(Leave) Rules 1972 as ammended from time to time before the extension of Study Leave granted to her commences.

The matter is placed before the Executive Council for consideration.

The Registrar,  
North Eastern Hill University,  
Shillong - 793 001.

Through the Librarian, N.E.H.U.  
Sub: Extension of STUDY LEAVE.

Madam,

I beg to inform you that I have successfully completed the Ist Semester Examination of the M. Lib. Sc. Course of the Burdwan University to which I have been so kindly deputed by you. The Second Semester Examination is due to be held in the later part of August and the assignments including dissertation are also to be completed as part of the Course. I have therefore to request your honour to kindly grant me extension of Study Leave upto the end of September, 1981 to enable me to complete the course work and examination. I shall, however, report for my duties immediately after the work is over and I am released by the Burdwan University. I may mention in this connection that I was granted study leave for a period of one year beginning August 1980 by the Executive Council of the North Eastern Hill University for undergoing the M.Lib.Sc. Course.

Thanking you,

Yours faithfully,

Dated:  
The 15.7.1981.

Sd/-Mrs. N. MAITRA  
Asstt. Librarian, NEHU,  
on Study Leave.

Address:

21, Radhamadhab Datta  
Gardán Lane,  
Bologhata,  
Calcutta - 700 010.

## Item No. 15

Grant of study leave to Shri Pradip Kumar Mitra,  
Professional Assistant, Library Department, NEHU :

Initially, the following four employees of the Library Department applied for study leave during the session 1981-82 for higher studies in M.Lib. Science Course.

1. Smt. Rama Mishra
2. Shri Pradip Kumar Mitra
3. Shri Kamal Kishore Das
4. Shri J.C.Majumdar.

The cases of all the above employees were taken into consideration. Since all the employees were from the same Department i.e., Library, it was decided that only one employee should be granted study leave in one academic session so that the day-to-day work of the Department is not adversely affected. The case of Smt. Rama Mishra was considered, being the senior-most employee among the four, as per length of service in this University. Accordingly, Smt. Rama Mishra was informed of the decision and was advised to seek the admission. But Smti Rama Mishra later on dropped her idea to go on study leave during this session and she also intimated in her application that she would have no objection if this opportunity be given to any other suitable person of the Library.

Accordingly, Shri P.K.Mitra's case has been considered as he was the senior-most among the remaining three candidates.

As per rules, the study leave can be granted to non-teaching staff who has rendered more than five years of service in the University. Since all the above employees have rendered more than five years of service in the University, it was decided to consider the case of the senior-most employee among them.

According to the existing Leave Rules of the Govt. of India which have been made applicable to the administrative staff (non-teaching) of the University, the relevant conditions which govern the grant of study leave are :-

Contd/...

1. Course of study/specialised training :- Granted to a Government servant with due regard to the exigencies of public service to enable him to undergo, in or out of India, special course of study leave consisting of higher studies or specialised training in a professional or a technical subject having a direct and close connection with the sphere of his duty.
2. Course of training/study tour :- Granted for a course of training or study tour if such course/tour is certified to be of definite advantage to him from the point of view of public interest and is related to his sphere of duty.
3. Public Administration :- Granted for the purpose of with/ studies connected/the frame work or background of public administration.
4. Granted for studies not closely or directly connected with his work but which are capable of widening his mind in a manner likely to improve his abilities as a Govt. servant and to equip him better to collaborate with those employed in other branches of the public service. (Application for study leave in such cases shall be considered on merits of each case in consultation with the Department of Expenditure of the Ministry of Finance).
5. It is not granted unless :-
  - (i) It is certified that the proposed course of study shall be of definite advantage from the point of view of the public interest.
  - (ii) It is for prosecution of studies in subject other than academic or literary subjects.
6. It is not ordinarily granted to a Govt. servant :-
  - (i) Who has render less than five years service under the Government.
  - (ii) Who is due to retire or has the option to retire, from service within 3 years of the date of which he is expected to return to duty after the expiry of the leave.
7. It shall not be granted with such frequency as to remove him from contact with his regular work or to cause cadre difficulties owing to his absence on leave.

Contd/...

8. The maximum amount of study leave that may be granted :-

(i) At any one time - 12 months.

(ii) During entire service 24 months (inclusive of similar kind of leave for study or training granted under any other rules).

9. (i) It can be combined with other kind of leave.

(ii) Study leave plus other kind of leave (except O.E.L.) should not exceed 20 months.

10. A Government servant granted study leave can draw leave salary equal to the pay without allowance other than Dearness Allowance which he draws while on duty immediately before proceeding on such leave. Payment of leave salary shall be subject to furnishing of Certificate to the effect that he is not in receipt of any scholarship, stipend or remuneration.

Subject to ratification by the Executive Council, Shri P.K.Mitra has been allowed to seek admission to the M.Lib. Science Course in the University of Burdwan.

The matter is put up for consideration and approval of the Executive Council.

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Item No. 16

To re-consider adoption of Government of India's Rules till such time the University's own Rules are framed and finalised :

It may be recalled that the Executive Council had earlier decided that the University should frame its own Rules in matters relating to disciplinary cases, etc. (EC:24:81:28). In pursuance of the decision of the Executive Council, a Committee for the purpose has since been constituted for having the Rules . drafted.

This University has been following the Government of India Rules in dealing with the disciplinary cases relating to the non-teaching staff and in regulating service matters. Officials placed under suspension have been paid according to the provisions of the Fundamental Rules.

The University has laid down a Code of Conduct for the teachers and officers but the Rules and Procedures for enforcing them have not been spelt out. In their absence, the spirit of the Government of India Rules and Instructions have been followed. There are disciplinary cases in hand relating to the teaching staff and it shall not be in the public interest to keep such cases pending till finalisation of our own Rules, hence, based on the procedure followed for the non-teaching staff, the Government of India Rules have been followed in their cases also.

It is, therefore, proposed that the Government of India Rules may be formally adopted wherever the University has not framed its own rules and the action so far taken by the University be approved.

The matter is placed before the Executive Council for re-consideration and approval.

## Item No. 17

To report the suggestion of the Union Ministry of Education regarding adjustment of Winter Vacation in the academic session 1982-83 in view of the IX Asian Games to be held in Delhi :

A DO letter No.F.10-28/01-AGC dated 3 July, 1981 addressed to the Vice-Chancellor by the Union Education Secretary is placed below as Annexure - 6 for information of the Council. This University observes Winter Vacation in its Post-Graduate Departments and in the Colleges, both constituent and affiliated. Ordinarily the Winter Vacation is from the 15th of December to the 15th of February. While considering the Government of India's proposal for adjustment of the academic session, it may be necessary to take into account some of the programmes usually scheduled by the University and the Colleges during the period. The following may be mentioned.

(i) The first and third semester examinations of the Post-Graduate students and the students of the Agricultural College are held in November-December

(ii) The B.Ed. examination of the University is held during November-December

(iii) Some of the under-graduate colleges hold selection tests during November-December.

Since the forthcoming Asian Games to be held at Delhi will be a unique occasion for students in our country and some students from the North Eastern region are likely to be called upon to participate in the various activities and events of the Asian Games, the Ministry's suggestions may be considered. The Ministry has been informed in the meantime that the University's decision in the matter will be communicated to them in due course.

Contd/..

T N Chaturvedi

Government of India  
Department of Culture  
New Delhi - 110 001

D.O.No. F.10-28/81-AGC

New Delhi  
July 3, 1981.

Dear Dr Banwar,

As you are aware, India is organising the IX Asian Games at Delhi on November 19 - December 4, 1982. With a view to giving our youth a sense of participation in the Games, it is proposed to invite selected students from all over the country to act as ushers, companions and assistants of Games officials.

2. It is considered, it will be helpful if the winter vacation in schools and colleges are so adjusted that the schools and colleges are closed for winter vacation in 1982 corresponding to the period of Games i.e., 19th November to 4th December, 1982. This may mean advancing winter vacation in 1982. This will enable the students to witness the games and also take part in their management without any loss of schooling. This will also help in the successful conduct of the Asian Games, 1982, and in promoting sports consciousness among students. I hope it will be possible for you to suitably adjust the academic session 1982-83 of University/Institute and colleges affiliated to the University so as to implement this suggestion. I shall be glad to know your reaction to the suggestion at an early date.

With kind regards,

Yours sincerely,

Sd/- T.N.Chaturvedi

Dr S.C.Banwar(Acting)  
Vice-Chancellor  
North-Eastern Hill University  
P.O.Lower Lachumiere  
Shillong - 793001.

Item No. 18

To consider granting of free unfurnished quarters to the Principal and Warden, Hostel of Pachhunga University College, Aizawl :

There was a representation from Principal, Pachhunga University College to provide free and unfurnished quarters to (i) Principal, Pachhunga University College and (ii) to Hostel Warden of the College and also for payment of remuneration to Hostel Warden as admissible under North-Eastern Hill University.

This University had provided free unfurnished quarters to one Warden in Shillong Headquarters and remuneration of Rs 200/- p.m. in addition to it. However, the teacher does not draw any house rent. The Hostel Warden of Pachhunga University College was already given remuneration @ Rs 200/- p.m. vide EC Resolution No.EC:23:80:41. As per provision under the Assam Government, the Principal and Hostel Wardens of Cotton College (Government) were given free unfurnished quarters. Similar provision was supposed to be given to Pachhunga University College had it not been taken over by NEHU. The University enquired about the position from other Central Universities and constituent Colleges. The Principal of St. Stephen College, Delhi is provided with free unfurnished quarters. Again under Delhi University, Principals and Hostels Wardens are provided with free unfurnished quarters.

If the Executive Council agree, the Principal and Hostel Warden of Pachhunga University College be provided with free unfurnished quarters. However, no house rent allowance will be admissible to them.

The matter is placed before the Executive Council for its consideration.

Item No. 19

Representation of the non-teaching staff in  
the Executive Council :

The proposal submitted by the Non-Teaching Staff  
Association regarding representation of the non-teaching staff  
in the Executive Council of the University is placed below  
as Annexure - 7 for perusal.

In this connection, it is pointed out that the  
Executive Council has not yet allowed the teaching staff to  
be represented in the Council but has only accepted their  
representation in principle. Ordinances for the purpose have  
to be framed.

The matter is placed before the Council for  
consideration.

Annexure - 7

COPY

No.P-56/NEHUNSA/80  
August 3, 1981.

The Vice-Chancellor,  
North-Eastern Hill University,  
Shillong - 793 001.

Sir,

With reference to the "Talks" held between the Staff Council and the University Authorities on the 18 and 23 July, 1981, I am herewith submitting two Agenda Items for favour of consideration by the Executive Council in its 26th meeting scheduled to be held on 29 August, 1981.

Yours sincerely,

Sd/- J.M.S.Khongwir,  
President

Encl: a.c.

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Representation of the Non-Teaching Staff in the Executive Council of the University.

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The Executive Council is the highest body of the University where decisions regarding academic and administrative matters are made. Most of the administrative decisions made by the Executive Council affect the non-teaching staff either directly or indirectly. The Teachers' Association of this University is being allowed to be represented in the Council and it can contribute its ideas to Council on administrative and specially on academic matters. However, the non-teaching staff are not represented in the Council. It is felt that if the staff are allowed to be represented in the Council, ~~the members so represented can contribute to the Council~~ their views and comments on administrative matters. We, therefore, request this August Body to accept the plea of the staff to be included in the Council.

However, if immediate finalisation of the matter is not possible, the Council is most humbly requested to allow the non-teaching staff to be represented in the Committee of the Council which relate to administrative matters, so that at least, till the matter is settled, the staff will be able to contribute to the decisions of the Council.

The matter is placed before the Council for its kind and favourable consideration.

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Item No. 20

To consider 100% reservation of all promotional posts to the existing non-teaching staff of the University :

The proposal submitted by the Non-Teaching Staff Association regarding reservation of all the higher non-teaching posts by promotion is placed below as Annexure - 8 for perusal.

In this connection, the demands of the Nagas and the Mizos are also placed below as Annexures - 9 and 10

The following points may be taken into consideration:-

1. The demands of the Nagas and the Mizos have to be considered by taking into account the fact that Nagaland and Mizoram have already their own Campuses and that recruitment of Meghalayans in these Campuses is not possible.
2. Employees considered for promotion should put in a minimum number of years in a particular cadre.
3. Posts in the rank of Officers be advertised but preference be duly given to our own employees who are found suitable.
4. For every post there may be some avenues for outside recruitment.

The matter is placed before the Council for consideration.

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Annexure - 3

COPY

No.P-56/NEHUNSA/80  
August 3, 1981.

The Vice-Chancellor,  
North-Eastern Hill University,  
Shillong - 793 001.

Sir,

With reference to the "Talks" held between the Staff Council and the University Authorities on the 18 and 23 July, 1981, I am herewith submitting two Agenda Items for favour of consideration by the Executive Council in its 26th meeting scheduled to be held on 29 August, 1981.

Yours sincerely,

Sd/- J.M.S.Khongwir,  
President

Encl: n.a.

To consider 100% reservation of all promotional posts to the existing non-teaching staff of the University

This University has been in existence for a period of more than 8 years. Within this period, in spite of various difficulties and impediments, it has made a phenomenal progress. The achievements of the University can, however, be attributed to the staff who have meticulously, selflessly and diligently carried out the decisions and the policies of the authorities. The staff, though just a cog in a giant wheel play a vital role in the smooth running of the University. And because of its federal structure, the operation of this University is unique and who but the existing staff can understand the functions of this intricate machinery. This and the fact that many of the existing staff have faithfully served the University since almost its inception makes it fully justified that they be eligible for promotion and which is only fair and just.

The matter is placed before the August Body of the Executive Council for its kind and favourable consideration.

42  
Annexure 9

To  
The President  
NEHU Non-Teaching Staff Association,  
Shillong.

Dated, Shillong the 13th. July, 1981.

Subject :- Reservation of Departmental Promotion Posts.

Sir,

We would like to put forward the following for your kind information and consideration:

1. That, in the first place, we would like to state that we, the Naga and Mizo non-teaching staff members fully support the current agitation of NEHUNSA and we are determined to see to it that NEHUNSA achieves the goals it has long been demanding.
2. That we stand by all the demands of NEHUNSA but one. As you may be aware, we had written to the President of NEHUNSA earlier (copy enclosed) registering our objection to the cent per cent reservation of Departmental promotion posts from UDA to Deputy Registrar. On this point we would like to reiterate that our stand is the same as the earlier one. Our view is that a cent per cent reservation is an exorbitant demand. It does not obtain anywhere as far as we know, and therefore we suggest that pending a specific percentage to be arrived at mutual consultation among us and further negotiation with the University, the 33½% be maintained.
3. Lastly, we would like to suggest that for a greater co-operation and understanding among the communities and for a more broad-based and more representative NEHUNSA executive council, a nominated representative from each of the three states (Meghalay, Nagaland and Mizoram) be included in the NEHUNSA Executive Council.

We hope that you will give a kind consideration to our opinions expressed here and will take necessary action immediately.

Contd.....2/-

Wishing you and your colleagues success in the current agitation,  
and future activities.

Yours faithfully,

The Naga and Mizo Non-Teaching Staff Members,  
NEHU, Shillong.

LONG LIVE NEHUNSA!!!

Copy to:-

1. The Chancellor, NEHU for his kind information
2. The Vice-Chancellor, NEHU, for his kind information
3. The Pro-Vice-Chancellor, NEHU for his kind information
4. The Registrar, NEHU for his kind information
5. Education Minister, Delhi for his kind information
6. Chairman UGC, Delhi for his kind information
7. Education Minister, Nagaland for information
8. Education Minister, Mizoram for information
9. Education Minister, Meghalaya for information
10. O.S.D. NEHU, Nagaland Campus for information
11. O.S.D. NEHU, Mizoram Campus for information
12. Director Education, Nagaland for information
13. Director Education Mizoram for information
14. Director Education, Meghalaya for information.
15. All the Executive Council Members, NEHU for information.

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Annexure-10

OFFICE OF THE  
MIZO STUDENTS' UNION SHILLONG  
1980-81

MOTTO: For Mizo Nation

Regd. No. SR/MSWS-88/80.

Ref No. MSU/SH/A/81-20.

Date 14th July, 1981.

To

The Vice-Chancellor,  
North-Eastern Hill University,  
Shillong.

Subject :- Equal distribution of employment opportunities etc., among the three constituent units of N.E.H.U.:

Sir,

The undersigned, on behalf of Mizo Students' Union Shillong beg to address the following for favour of your kind consideration and necessary action.

That Sir, the establishment of NEHU had kindled new hopes in the minds of the three constituent units (Meghalaya, Nagaland and Mizoram). It was hoped that the University would open up ample opportunities for employments and setting up of various instructional institutions such as Agricultural college, Veterinary college, Forestry etc., under its management. Yet it appears that these three constituent units have not so far received equal shares in all aspects of development. These facts have been revealed by the followings:-

a) The Non-teaching Staff position issued by Planning Section of NEHU as on the 25th May, 1980 are as follows:-

<u>Meghalaya</u>	<u>Nagaland</u>	<u>Mizoram</u>	<u>General or others:</u>
48%	6%	10%	36%

b) The proposed Budget under the Sixth Plan for the three constituent units of NEHU are again as follows:-

<u>Meghalaya</u>	<u>Nagaland</u>	<u>Mizoram</u>	<u>General or others:</u>
1 Crores, 20 Lakhs.	131 Lakhs.	21 Lakhs.	

Again, as regard to the reservation of promotionable posts we would like to express our view that cent percent promotionable posts should not be reserved only for the University employees. However, 33½% may be reserved for the employees and the rest may be opened for competition for all sections of the communities. Further, we also beg to state that the Asstt. Registrar Cadres and Deputy Registrar post may be opened to all eligible candidates.

We, therefore demand that the people of the three constituent units should be proportionately represented in the NEHU service both in Academic and Ministerial fields. This will also go along way in achieving the aims and objectives of the University for which the University itself has been established.

Contd.....2/-

Thanking you,

Yours faithfully,

(ZOTHANTLUANGA MILLER)  
General Secretary  
Mizo Students' Union Shillong:

Copy to:-

- 1) The Registrar, NEHU, for information and necessary action.
- 2) The Director of College Development Council, NEHU.
- 3) The Planning Officer, NEHU.
- 4) The President/General Secretary, Meghalaya Students' Union, Naga Students' Union, Shillong, for information.
- 5) The OSDs Nagaland and Mizoram Campus for information.
- 6) The President/General Secretary, NEHU Non-Teaching Staff Association.

Sd/- R. Lalthangliana  
Acting President  
Mizo Students' Union Shillong:

Sd/- Zothantluanga Miller  
General Secretary  
Mizo Students' Union Shillong:

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ITEM NO: 21 Launching of Agitation by the members of the Non-Teaching Staff for meeting their various demands.

The members of the Non-Teaching Staff left office at 2.30 P.M. on 6.7.81, 2.P.M. on 7.7.81 and at 1 P.M. on 8.7.81, 9.7.81, 10.7.81 and 13.7.81, and assembled on the said dates in front of the Administrative Building to agitate and press for implementation of their demands in pursuance of their letter No.ASN-1/Genl/81 dated 17.6.81 (Annexure 1).

They were earlier invited for a discussion on 10.7.81, when the Vice-Chancellor would be in station, towards the solution of their grievances, vide University's letter No.FC:11/REG/80-2203 dated 1.7.81 (Annexure 12). On 4.7.81, the Registrar received one letter No.P-45/NEHUNSA/80, dated 2.7.81 (Annexure 13) from the President and General Secretary, NEHUNSA, informing their inability to come for discussion. In the meantime, on 5.7.81, notices were issued by NEHUNSA to all members of the Staff to launch the Agitation, vide their letter No.P-44/NEHUNSA/80 dated 3.7.81 (Annexure 14), though they stipulated 4.7.81 as the target date for fulfilling their demands vide their letter No.P-42/NEHUNSA/80 dated 25.6.81. Subsequently, the Registrar made an Appeal on 4.7.81, with due clarifications in regard to their demands, to desist from any kind of Agitation, vide letter No.F.32-3/Admn/80-2286 dated 4.7.81 (Annexure 15), in view of the Post-Graduate Examinations scheduled to be held and the results of various Under-Graduate Examinations required to be announced immediately. This was not, however, heeded by the Association as the clarifications were alleged to be not convincing to them vide letter No.P-44/NEHUNSA/80 dated 6.7.81 (Annexure 16) issued to all members of the Non-Teaching Staff and subsequent letter No.P-44/NEHUNSA/80 dated 7.7.81 (Annexure 17) submitted to the University. The members of the NEHUNSA thus launched the Agitation from 6.7.81 to 13.7.81, excluding 11.7.81 & 12.7.81, without serving formal notice to the University for launching the Agitation. Thereafter, an emergent meeting was held on 7.7.81 in which all the Officers of the University along with three Deans of Schools attended. The President and the General Secretary were invited to the meeting for a discussion and though they came to the meeting after an hour, informed the Committee that the time for discussion was passed and declined to remain in the meeting. Thereupon, it was decided that, as a first step, the members of the NEHUNSA should be made aware of the legal implications of their action and accordingly they were informed of the position vide letter No.F.11-6/Estt-1/81-2335 dated 9.7.81 (Annexure 18). They were again invited to come on 18.7.81 for negotiations on their demands by calling off the agitation immediately, vide letter No. F.11-6/Estt/81-2369 dated 13.7.81 (Annexure 19). Ultimately, the members of the Non-Teaching Staff have agreed to keep their agitational Programme in abeyance w.e.f. 14.7.81 in view of the proposed discussion scheduled to be held on 18.7.81, vide letter No. F.45/NEHUNSA/80 dated 14.7.81 (Annexure 20).

The University has paid their salaries as a matter of course for their absence from work for participation in rallies on 6.7.81 from 2.30 P.M. to 4.30 P.M., on 7.7.81 from 2.00 P.M. to 4.30 P.M. and on 8.7.81, 9.7.81, 10.7.81 and 13.7.81 from 1.00 P.M. to 4.30 P.M. An order was issued to all

contd...P.2/-

the staff who participated in the strike to make up the number of working hours lost by working extra half an hour a day with effect from 24th August, 1981 till the period of absence from duty is made up. The Council may, however, decide if salaries of staff may be deducted for the period of their absence from duty.

Govt. of India's instructions pertaining to the course of action that might be taken by the authorities to deal with the agitation/strike have been submitted separately for consideration of Executive Council.

The matter is reported to the Executive Council for information and consideration.

(COPY)

ASN-1/Gen1/B1  
June 17, 1981.

To

The Vice-Chancellor,  
North-Eastern Hill University,  
Shillong-793001.

Sir,

The Staff Council of the Non-Teaching Staff Association in its meeting held on 15th June, 1981, regrets to observe that the long standing demands of the Association have not met with an adequate, prompt and favourable response from the authorities. Innumerable representations made by the Association have succeeded only in obtaining repeated assurances which were never honoured.

The Non-Teaching Staff is one of the important Bodies of the University and we are indirectly involved in the development and improvement of the University. Further, the Non-Teaching Staff are the worst sufferers among the University employees and we are the least benefitted. In spite of all these difficulties, the Non-Teaching Staff had been good enough in that we have never made any untoward demands which are beyond the purview of the University authorities. What we need is only confirmation of service, better service conditions, legitimate administration in matters of appointments and promotions, equal treatment and equal benefit to all the non-teaching staff as per Central Government Rules in the absence of University Rules.

It is unfortunate that the spirit of co-operation shown by NEHUNSA since last year has not been appreciated by the authorities. The authorities have not been able to fulfil the bare necessities of service like confirmation of service and proper service rules. Obviously, the Association can no longer remain idle spectators of sufferings of its members for no fault of their own.

It was, therefore, RESOLVED to request the authorities to meet the demands without any more delay. Ample time has already been given to the authorities to settle all our demands and we feel that time is running out and we can no longer endure the non-plus attitude of the authorities. Therefore, Sir, we request that the following demands be met by the 4th July, 1981, and if by this date no action is taken by the authorities in meeting our demands, we will be forced to resort to a more drastic chain of action.

I. SENIORITY LIST & CONFIRMATION:

- (i) Immediate finalisation of seniority list as per our draft service rules or in absence of draft service rules as per Central Service Rules and immediate confirmation of services of the members.
- (ii) Final approval of our service rules without any further delay
- (iii) Immediate implementation of the working hours of the Drivers as per Executive Council decision of 4th April, 1981 and payment of Over-time Allowance to all the Drivers who have worked beyond duty hours.

Contd.....

II. GRIEVANCES OF GRADE 'D' STAFF:

- (a) Liveries and uniforms are the long standing demand of these category of staff. An immediate allotment of these items is demanded without any further delay (as per Executive Council decision).
- (b) Appointment of adequate number of Class IV staff is requested for all the departments, sections and hostels where there is shortage of staff, viz., Mathematics and University Health Clinic (One Chowkidar each).
- (c) Regularisation of all the casual employees.
- (d) Adequate compensation be made to Guest House and Hostel employees for having to attend duty on Sundays & Holidays.

III. No further appointment of outsiders to all the promotionable posts from UDAs to Assistant Registrar Cadre. In the case of Deputy Registrar Cadre, if suitable candidates are found from among the University employees, the post should not go to the outsiders.

IV. All the existing vacancies should be filled up immediately to as to enable the staff to cope with the increasing work load of the University.

It is also learnt that three posts of UDAs, appointments of which were issued to some outsiders are still lying unfilled, it will be appreciated if these posts could be filled by our senior LDAs.

Further, it is stressed here that all promotional posts lying unfilled are filled by promotion **expeditiously**.

V. The case of Store-Keepers was represented to you on 10th February, 1981 but it is not known where the paper is hiding now. We shall be grateful if the paper could be traced and action thereon taken so .

VI. REVISION OF PAY SCALES OF LIBRARY ATTENDANTS:

The case has been lying in the University for a long time and it is not known whether the matter has been processed. If not, we would request that the same be processed without further delay.

VII. It is understood that the case of House Rent Allowance is being taken up by the Chancellor himself and the same may be expedited.

VIII. INTRODUCTION OF SELECTION GRADES:

We have also made several representations to introduce a Selection Grade of pay scale in respect of the posts where avenue for promotion is Nil. Your kind attention is drawn to the appeal of the Registrar herein it was stressed that the University authority are expediting the introduction of Selection Grade scales for Senior Stenographers and Personal Assistants sanctioned by the UGC, but two months have lapsed, the written assurance of the Registrar seems to be fade away. Implementation may be expedited without further delay.

Contd.....

VIII. REPRESENTATION IN THE MANAGING BODY:

This is also one of the long standing demands of the Association. Several representations were made for inclusion of the Non-Teaching Staff representatives in the Executive Council of the University. In spite of repeated assurances from the Vice-Chancellor, action taken by the authorities is practically Nil. Nothing is being received in black and white. It may be mentioned here that the Non-Teaching Staff are directly involved in the development and improvement of the University, so we need not explain in detail. However, congratulation goes to Mr. O.P. Chauhan, who has been elected as representative of the employees to the Executive Council of the Himachal Pradesh University. Kindly note that we are demanding the equal treatment as done to the Non-Teaching Staff of Himachal Pradesh University.

IX. Lastly, we earnestly request your honour to stop forthwith the proposed advertisement for **all** the promotional posts, viz., from UDAs to Assistant Registrars and equivalent posts.

Once again, we, on behalf of the Non-Teaching Staff Association, NEHU, request your honour to kindly treat this Memorandum as 'MOST URGENT' and settle the demands so as to avoid agitations and demonstrations scheduled to be held from the 1st week of July, 1981.

Yours faithfully,

Sd/- J.M.S. Khongwir,  
17/6  
President

Sd/- J.D. Sangma,  
17/6/  
General Secretary.

Copy to the Registrar, NEHU, Shillong, for favour of information and necessary action.

Annexure-12

NORTH EASTERN HILL UNIVERSITY  
LOWER LACHAUMIERE:::SHILLONG

NO:FC:11/REG/80-2203  
July 1,1981.

The Gen.Secretary,  
NEHUNSA,NEHU,  
Shillong.

Kindly refer to your letter dated 23rd June,1981 addressed to the Vice-Chancellor. In view of urgent matters connected with the E.C. meeting held on 27.6.81 the Vice-Chancellor regrets that he was not able to meet the Office Bearers of NEHUNSA earlier for a discussion on the letter dated 17th June,1981. As he is out of station and will be returning on the evening of 8th July,1981, he shall be pleased to meet the Office Bearers on 10th July,1981 at a time mutually convenient.

Sd/- M.R.Mawlong,  
Registrar.

Copy to:-

The President NEHUNSA, for information.  
This has reference to letter No.ASN-1/GENL/81-  
dated 17th June,1981.

PHONE:

NON TEACHING STAFF ASSOCIATION  
NORTH EASTERN HILL UNIVERSITY  
LOWER LACHAUMIERE; SHILLONG-793001.

NO.P-45/NEHUNSA/80  
July 2, 1981.

To

The Registrar,  
North-Eastern Hill University,  
Shillong - 793001.

Madam,

In referring to your letter No.FC:11/REG/80-2203,  
dated 1 July, 1981, this is to inform you that the Staff Council  
regrets its inability to go into further discussion as the  
matter has been inordinately delayed.

The final decision of the Staff Council has  
already been communicated to the Vice-Chancellor vide letter  
No.ASN-1/Genl/81, dated 17 June, 1981.

Yours faithfully,

Sd/-  
J.M.S.Khongwir,  
President.

Sd/-  
J.D.Sangma,  
General Secretary.

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Annexure 14

NON-TEACHING STAFF ASSOCIATION  
NORTH-EASTERN HILL UNIVERSITY.  
SHILLONG.

NO.P.44/NEHUNSA/80

Dear Colleagues:

You are well aware of the fact that the Non-Teaching Staff Association of this University has been fighting for achieving the basic and legitimate demands since its inception.

The Association in the past had entered into many discussions with the University authorities in order to sort out the demands amicably.

It is regretted that inspite of friendly approach and correspondences of this Association including the last correspondence made vide letter No.ASN-1/Genl/81, dated 17th June,1981 with the University authorities (circulated to all members vide letter No.P-42/NEHUNSA/80, dated 25th June,1981), it appears that the authority are adopting a non-plus attitude in fulfilling the staff of their legitimate demands.

Considerainga the above, the Staff Council at its meeting held on 2nd July,1981, RESOLVED to proceed on with the proposed 'AGITATION' with effect from 6th July,1981.

All the non-teaching staff members are, therefore, requested to bear with us and co-operate in the proposed 'AGITATION', so as to makes the same successful.

The 'Programme for Agitation' is scheduled to begin on the 6th July,1981.

All the staff are requested to assemble at the Horse-Shoe Building on 6th July,1981 at 2.30 P.M. for a mass gathering.

Sd/-  
J.M.S.Khongwir,  
President  
Date 3/7/81

Sd/-  
J.D.Sangma,  
General Secretary.  
Date 3/7/81

Sd/-  
S.Prasad,  
Assistant General Secretary  
Date 03/7/81.

To  
All members of the Non-Teaching Staff Association,NEHU.

NON - TEACHING STAFF ASSOCIATION  
NORTH - EASTERN HILL UNIVERSITY  
SHILLONG - 793001.

J.M.S. KHONGWIR  
PRESIDENT

P-42/NEHUNSA/80  
June 25, 1981.

Dear Friends & Colleagues:

You may be aware that the Non-Teaching Staff Association had postponed the proposed 'Token Striko' scheduled to be held on 4th April, 1981 following the Registrar's written assurance to fulfil shortly all the demands of the employees vide her letter No.F.32-3/Adm/80-249, dated 31st March, 1981.

Two months have lapsed and we feel that the Authorities will never honour the above assurance for reasons best known to them.

The Staff Council of the Non-Teaching Staff Association in its meeting held on the 14th June, 1981, therefore, RESOLVED that the University Authorities may be moved to comply with the demands of the Association on or before 4th July, 1981, failing which the Association will stage its own course of action.

We hope the members will bear with us and stand by the decisions of the Staff Council in moving the Authorities to fulfil our Legitimate demands.

Yours sincerely,

(J.M.S. Khongwir)

To  
All members,  
Non-Teaching Staff Association,  
North Eastern Hill University,  
Shillong.

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Annexure 15-

NORTH EASTERN HILL UNIVERSITY  
SHILLONG.

NO.F.32-3/Admn/80-2286

Dated the 4th July, 1981.

To

The President,  
NEHUNSA, Shillong.

With reference to your letter No.ASN-1/Gen1/81 dated the 17th June 1981 addressed to the Vice-Chancellor, I am indicating below the position on the points mentioned in your letter parawise.

I. Seniority list and Confirmation:

(i) and (ii) As you are aware, the seniority list will have to be drawn up as per the provisions laid down in the Service Rules. The Service Rules have been placed before the Executive Council in its meeting held on 3rd and 4th April 1981. As per the decision of the Executive Council to refer the Draft Service Rules to the Ministry of Education, Government of India, action has been taken to get it vetted by the Legal Adviser of the University. The Service Rules, as drafted by the Association, which were defective in several places have been rectified and will forward to the Ministry in a week's time.

(iii) As regards working hours of the Drivers, action has already been taken and the notification of the University No.30-13/Admn/76-2122 dated 29.6.81 may be referred to. Payment of over-time allowance is admissible under the Rules.

II. Grievances of Grade 'D' Staff:

(a) Liveries and Uniform :- The minutes of the Executive Council on this issue was confirmed by the Executive Council only in its meeting held on 27.6.81. The University took immediate action thereafter and quotations are under issue for supply of liveries and uniforms.

(b) Appointment of one additional Chowkidar for the University Health Clinic has already been made with effect from 22nd June, 1981. The Department of Mathematics is located in the Bijni Complex and all Departments at the Complex are looked after as a whole by a Pool of Chowkidars appointed for the Complex and as such the question of providing Chowkidars to one particular Department, namely, the Department of Mathematics, does not arise. The entire Bijni complex is guarded by the Chowkidars appointed for it.

(c) The University feels that the demand of the Association for regularisation of all the casual employees will not be in the interest of the existing University Staff. Casual employees are not regular employees and it will not be advisable to regularise the services of these employees without facing the regular Selection Committee. This procedure, as demanded by the Association, will provide scope for back door appointments.

(d) The matter has already received the decision of the Executive Council. The details are under process.

III. This has already been provided in the Draft Service Rules, subject to approval by the Executive Council and the Visitor.

IV. You are aware that the available vacancies have already been advertised for immediate appointment. The tests and interviews for recruitment are already scheduled on different dates of this month.

The Departmental Promotion Committee is scheduled to meet on 9th July, 1981 to consider cases of promotion of the staff.

V. The representation of Store-Keepers is very much in the office and decision has already been taken on this. One Store-Keeper has already been appointed as LDA with effect from 10-3-81.

VI. Revision of pay scales of Library Attendants - The Pay Scales of Library Attendants are again undergoing review by the University Grants Commission and the scales of pay as may be decided by the Commission will be implemented by this University as in other Central Universities.

Contd.....2/-

VII. The University submitted the case to the Chancellor regarding House Rent Allowance and the decision is still awaited.

VIII. Introduction of Selection Grades - Though the University Grants Commission agreed for introduction of Selection Grade Posts in respect of the stenographers, the orders have again been withdrawn by the Commission. The University Grants Commission instructed all Central Universities not to implement their earlier decision as it is undergoing further review. As regards creation of Selection Grade Posts in other categories, you may refer to this University's letter No.F.32-3/Admn/80-249 dated 31.3.81.

IX. Representation in the Managing Body. (This has been wrongly numbered x as VIII in your letter) - This is a matter to be decided by the University Grants Commission and the Ministry of Education, Government of India. To the best of our information, no Central University in the Country has been given this privilege. The University will not lag behind in case a decision is taken in respect of any other Central Univ.

X. (Numbered IX in your letter):- On this issue you may refer to orders of the University and the understanding arrived at between the University and NEHUNSA relating to reservation of posts and actual filling to various vacancies.

The General Secretary was informed vide letter No:FC:11/REG/80-2203 dated 1.7.81 that some time up to 10th July, 1981 would be needed to sort out the pending matters in view of the pressure of work due to the E.C. Meeting held on 27th June, 1981 and the fact that the Acting Vice-Chancellor had to leave the station from the 28th June, 1981 on urgent and unavoidable official work. He is expected to be back in the office by 9th July, 1981. Today, the 4th July, 1981, the undersigned is informed that it is no-longer possible for the Association to wait and to have further discussion in the matter.

The sentiment of the staff is very much appreciated and therefore I am apprising you of the attempts the University has made to alleviate the grievances with the continued good will and cooperation of all the ministerial staff.

I am constrained to note that the Association has issued notices on 3.7.81 to launch an Agitation from 6th July, 1981 onwards without any communication to the Administration, though the Association has put the time limit up to the 4th July, 1981 for consideration of its demands.

It has been the tradition of this University that Examinations have never been disturbed even by large scale public agitations. It will indeed be painful if the University's own staff should now break this enviable tradition.

Therefore, while appreciating the sentiment expressed by you in the second paragraph of your letter dated 17.6.81 that the Non-Teaching Staff are involved in the development and improvement of the University. I am deeply distressed to note that you have decided to launch an Agitation at a time when Post-Graduate Examinations are Scheduled to be held and when results of various undergraduate examinations are required to be announced immediately. I need hardly mention that this agitational approach of the Association will greatly hamper the prospects of the young and budding genius due to the delay in the announcement of University Examination results as a result of the Agitation.

In all earnestness, each member of the staff is requested to desist from any kind of agitation as the University is sincerely striving for more benefits for the staff.

Sd/- M.R.Mawlong,  
Registrar.

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Annexure-16

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PHONE:

NON-TEACHING STAFF ASSOCIATION  
NORTH-EASTERN HILL UNIVERSITY  
LOWER LACHAUMIERE; SHILLONG-793001.

J.M.S.K. KHONGWIR  
PRESIDENT.

NO&P-45/NEHUNSA/80  
6th July, 1981.

The Registrar,  
NEHU, Shillong.

Madam,

I have been made to understand that a certain letter No:F:32-3/Admn/80-2286 dated 4th July, 1981, has been distributed by you to the members of the Staff. However, it is surprising to note that although the letter was addressed to me, yet you have not sent me a copy of it. In the etiquette of things the letter should have first been given to me. Is this to be taken as an example of the authorities lack of etiquette and social and official norms ?

Yours faithfully,

Sd/- J.M.S.Khongwir.

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NON-TEACHING STAFF ASSOCIATION  
NORTH-EASTERN HILL UNIVERSITY.  
SHILLONG-793001.

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Annex 11-17

No.P-44/NEHUNSA/80-  
July-7,1981.

The Registrar,  
North Eastern Hill University,  
Shillong.

With reference to your letter No.F.32-3/Adm/80-2286 dated 4 July,1981, I am to state the following anomalies in your open letter.

1. You have stated that the seniority list has to be drawn up as per the Service Rules, and that the University Service Rules are yet to be finalised, as such, you are unable to finalise the Service Rules. Madam, may I ask you a question? If the University has no Service Rules, then under what Rules have you been taken action against the staff and running of the office are these Rules made up by the authorities to carry out matters to the interest of the authorities?
2. You have stated that Over-time Allowance to Drivers is admissible under the Rules, but have you ever paid Over-time Allowance to any of the Drivers ?
3. Regarding the issue of Liveries and Uniforms, you have stated that action will be taken as soon as the Minutes of the 24th Executive Council meeting were confirmed in its 25th meeting. This proves the authorities complete lack of knowledge of University Procedure or a deliberate attempt to misguide the staff. The fact being that Executive Council's Resolutions are carried out the moment the Vice-Chancellor, who is the Chairman of the Executive Council approves them and they need not wait for confirmation till the next Executive Council meeting. The attempt to hoodwink the staff is clear from the fact that the Minutes of the last Executive Council have not been finalised by the Vice-Chancellor.
4. You have admitted that an additional Chowkidar has been appointed for the Health Clinic on the 22nd June,1981, that is exactly ten months after receiving a representation on the matter. It appears that the authorities have been Rip Van Winkles for the last ten months on the matter.
4. Your statement that "the entire Bijni Complex is guarded by a pool of Chowkidars" is nonsense, as the Post-Graduate Women's Hostel which is very much part of the Bijni Complex has its own set of Chowkidars.
5. You have stated that the problems of the Guest House and Hostel Employees has the decision of the Executive Council, then why have the authorities not implemented it ?
6. You have stated that the Provision for providing promotion for posts upto the rank of Deputy Registrar has been provided in the Draft Service Rules subject to approval by the Executive Council and the Visitor. This proves the authorities complete lack of knowledge in what they are saying as in the first para of your letter quoted above, you have stated that the Draft Service Rules are being forwarded to the Ministry of Education after being vetted by the University's Legal Adviser as per the decision of the Executive Council.
7. In our letter No.ASN-1/Gen/81 dated 17th June,1981, the Association had requested that all advertisements for promotional posts be stopped forthwith. Yet in your open statement, you have clearly stated that all vacant posts have been advertised, which is an act of complete defiance of the requests of NEHUNSA.

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8. You have stated that the Departmental Promotion Committee will sit on the 9 July, 1981. If I may ask - is the Departmental Promotion Committee sitting because we have started crying and does it know its duties ?
  9. Your broadcast that one Store-Keeper has been appointed as a Lower Division Assistant is meaningless.
  10. The pay scale of Library Attendants in this University is lower than in any other Central University, so why wait for UGC's approval?
  11. The University may have submitted the House Rent Allowance problem to the Chancellor, but has the matter been pursued? I doubt it.
  12. You have stated that the UGC has withdrawn the Selection Grade scales sanctioned by it. We would like to know the reason WHY?
  13. You have referred to your letter No.F.32-3/Admn/80-249 dated 31st March, 1981-If I may say your letter is full of bogus assurances.
  14. As regards to our request for representation in the Executive Council, you have stated that it has to be decided by the UGC, this again proves lack of knowledge of the University authorities that the matter is to be channelled through to the Executive Council to the Ministry of Education. In any case has the matter ever been placed before the Executive Council ?
  15. Your statement regarding our request to stop forthwith all promotional posts you have stated that NEHUNSA has arrived with an understanding with the authorities regarding the matter. As far as I recall, no such understanding has been agreed to unless it is a 100% reservation. Besides you have contradicted yourself as explained in para 6 of this letter.
  16. You have stated that you have informed the General Secretary that the Vice-Chancellor is pleased to arrange a meeting with Staff Council on the 10th instant since the authorities have been TOO BUSY with the last Executive Council meeting to meet us earlier. Here, I may state that our Memorandum stating our ultimatum was received by the authorities on the 17th June, 1981 and ample time was given therein to cede to our requests. What were the authorities doing all this time? Besides, in our Memorandum we never asked the authorities to discuss anything with us - we only requested the authorities to comply with our requests by the Deadline given by us.
  17. You have stated that you VERY MUCH APPRECIATES the sentiments of the staff - then why is it that the authorities have not made any genuine attempt to alleviate our grievances .

To sum up, your open letter is a futile attempt to hoodwink, gyp and mislead all concerned regarding the true picture of matters as they stand.

Sd/- J.M.S.Khongwir,  
President.

Copy to all concerned.

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Annexure 13

NORTH-EASTERN HILL UNIVERSITY  
SHILLONG.

NO.F.11-6/Estt-1/81-2335      Datbd Shillong, the 9th July, 1981.

To

All Members of the Non-Teaching Staff,  
NEHU, Shillong.

It has been noticed that the members of the Non-Teaching Staff left office at 2.30 P.M. on 6.7.81, 2.P.M. on 7.7.81 and at 1.P.M. on 8.7.81 and remained absent without prior permission or authority. It may be pointed out that participation in an unauthorised assembly or agitation and absenting from the place of duty without authority and unlawfully abstaining from discharging lawfully assigned duties will invite disciplinary action. Any act of indiscipline and conduct unbecoming of a public servant such as unauthorised absence from duty will entail serious consequences and penalties.

Your attention is drawn to the fact that you have been launching an agitation abstaining from duty without intimation and without prior notice being served to the University. Your unauthorised absence and mass abstention from work fall within the meaning of F.R.17 and the University will be compelled to order "no pay for the period in which no work was performed".

The University invited the members of the Association vide letter No.FC:11/REG/80-2203 dated 1.7.81 for a discussion towards the solution of the grievances of the employees and for further clarifications if necessary. The Association, however, rejected the invitation vide their letter No.P-45/NEHUNSA/80 dated 2.7.81. The representatives of the Association were further invited to a meeting of the University Officers held on 7.7.81 in the Office Chamber of the Vice-Chancellor for talks, which was again rejected by the Association. The University, however, keeps the door open for discussion and as intimated in this University's letter No.FC:11/REG/80/2203 dated 1.7.81, representatives of the Association are welcome to discuss towards settlement of the problems.

It may be emphasised here that speedy implementation of the various decisions already taken pertaining to the demands of the employees will not be possible if the agitation continues, as it is the duty of the office to process them. As responsible employees of this Public Institution, you also have an important role to play towards finding of solutions to problems. You are, therefore, advised to resume your regular duties with immediate effect in the larger interest of the University and welfare of the staff.

Sd/- Mrs. M.R.Mawlong,  
Registrar.

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NORTH-EASTERN HILL UNIVERSITY  
SHILLONG.

Annexure-19

NO.F.11-6/Estt-1/81-2369

Dated the 13th July, 1981.

To

The President,  
NEHUNSA, Shillong.

I am directed to refer to the joint letter No. nil dated nil of the members of the Non-Teaching Staff addressed to the Registrar, NEHU, received by the University on the 10th July, 1981. The University is prepared to accept legitimate demands of the Association which can be settled within the powers and jurisdiction of the University. The University at no stage refused to consider the demands of the Association sympathetically. The additional demands made on the joint letter will also be looked into. In this connection, you may refer to this University's letters No.F.32-3/Admn/80-249 dated 31.3.1981; No.F.32-3/Admn/802286 dated the 4th July, 1981 and No.F.11-6/Estt-1/81-2335 dated the 9th July, 1981. But I am sure, you may realise the federal character of this University and the limitations and constraints and also various levels such as Executive Council, University Grants Commission and the Government of India through which certain matters are to be processed for obtaining a final decision.

The University once again invites you to come for negotiations on your demands by calling off the agitation immediately. It is suggested that the meeting may take place on 18th July, 1981 at 3 P.M., to which you may depute your representatives. It may be possible for two or three members of the Executive Council also to be present at the meeting.

Sd/- O.D.Shira,  
for Registrar.

Copy to:-

All Members of the Non-Teaching Staff, NEHU., Shillong.

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Amexum 20

Non-Teaching Staff Association  
North-Eastern Hill University  
Shillong- 793001.

P-45/NEHUNSA/80  
14 July, 1981

The Registrar,  
North-Eastern Hill University,  
Shillong-793001.

With reference to your letter No.F.11-6/Estt./1/81-2369 dated 13 July, 1981, I am to say that all the demands of NEHUNSA are very much legitimate and fall within the purview of the University Authorities.

Further, I am to state that as RESOLVED by the General Body, the Staff Council will meet the University Authorities on the 18th instant. I would, however, request you to refer the Resolution of the General Body which is given overleaf.

Sd/-J.M.S.Khongwir,  
President

Copy to all members, Non-Teaching Staff Association, NEHU, Shillong.

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NON-TEACHING STAFF ASSOCIATION  
NORTH-EASTERN HILL UNIVERSITY  
SHILLONG-793001.

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Resolution passed by the General Body of the  
Association in its Sixth Day of the Agitational Programme.

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The General Body of the Non-Teaching Staff Association in its Sixth Day of the Agitational Programme held on 13 July, 1981, unanimously RESOLVED that in view of the Registrar's letter No.F.11-6/Estt-1/81-2369 dated 13 July, 1981 addressed to the President, NEHUNSA, Shillong, the Agitational Programme may be kept in ABEYANCE with effect from 14 July, 1981 till the outcome of the proposed discussion scheduled to be held on 18, July, 1981.

These talks will be the last and final discussions wherein the University Authorities are to meet our demands.

Further, the General Body RESOLVED that as the Staff Council is the elected Body of the Non-Teaching Staff Association, the Staff Council will be the representatives of the Association for the talks with the Authorities.

Sd/- J.M.S. Khongwir,  
President.

Sd/- J.D. Sangma,  
General Secretary.

Dated Shillong,  
the 14 July, 1981.

## Item No. 22

To consider panel of examiners for evaluating the M.Phil/Ph.D. Theses of the candidates -

On behalf of the Academic Council, the Vice-Chancellor by virtue of the powers vested in him by the provision No. 12(3)(a) of the North-Eastern Hill University Act, has accepted the panel of examiners for the M.Phil/Ph.D. Theses of the undermentioned candidates and is now recommending the same to the Executive Council for its consideration and approval:

<u>Name of the candidates</u>	<u>Department</u>
1. Shri L.I.Singh	Department of Educational Research and Studies.
2. Shri K.C.Katoty M.Phil	
3. Shri K.N.Warjri	
4. Shri Bebasish Bhattacharjee, Ph.D.	Department of Political Science.
5. Shri V.H. Zhimomi, Ph.D.	Department of Political Science.

The Executive Council may, therefore, approve the same.

The panel will be tabled by the Chair.

## Item No. 23

To approve the panel of examiners of the Ph.D. thesis of Shri Simon Dzivichu of the Department of Zoology :

On behalf of the Academic Council, the Vice-Chancellor by virtue of the powers vested in him by provisions No. 12(3)(a) of the North-Eastern Hill University Act, is hereby recommending the panel of examiners to examine the Ph.D. thesis of Shri Simon Dzivichu, a candidate of Zoology Department, to the Executive Council for its approval.

The Council may, therefore, approve the panel

The panel will be tabled by the Chair.

## Item No. 24

Extension of study leave to Miss Juanita War,  
Lecturer, Department of English, NEHU :

Miss Juanita War, has been granted study leave for one year with effect from 1 October, 1980 to 30 September, 1981 to enable her to do higher studies at the University of Edinburgh, UK in connection with the Commonwealth Academic Staff Scholarship.

Miss Juanita War has now informed that the Joint Secretary, Commonwealth Scholarship Commission in U.K. has extended the award upto July, 1983 to enable her to undertake research in Applied Linguistics for the Degree of Ph.D. Accordingly Miss War has applied for extension of her study leave with effect from 1 October, 1981 to 15 July, 1983. As such the total duration of her study leave from 1 October, 1980 the date she first availed till 15 July, 1983 would altogether come to 2 years-9months-15 days. In this connection, it may be quoted as under the provision of Clause 10(ii) of Ordinance governing leave to teachers:

"Study leave shall be granted on the recommendation of the Committee for Advanced Studies & Research. The leave shall not be granted for more than two years 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."

Miss War is <sup>the</sup> teacher who hails from the Hill Areas under the jurisdiction of this University and it is hoped that she would be an asset to this University after her successfully completing her work.

Under the circumstances stated, the extension of study leave to Miss War is placed before the Council for consideration and approval.

## Item No. 25

GRANT OF EXTRA-ORDINARY LEAVE TO DR.(MISS) RITA GUPTA;  
LECTURER, DEPARTMENT OF PHILOSOPHY, NEHU.

Dr.(Miss)Rita Gupta, Lecturer, Department of Philosophy was earlier granted Extra-ordinary leave for a period of 2 years with effect from 6.1.81 to enable her to join her new assignment as Lecturer in North Bengal University, West Bengal by the Executive Council in its meeting held on 3.4.81 vide E.C. resolution No. E.C. 24:81:06.

Dr.(Miss) Rita Gupta has intimated this University that she has been selected as Lecturer in Viswa Bharati, Calcutta on the basis of her application for the said post which was forwarded by the office on 4.11.80 and has requested this University to allow her to join the new post.

There is no provision in the Leave Ordinance about a teacher joining from one post to another while, he/she is on Extra-ordinary leave granted by the Executive Council for a specific post/institution.

The matter is placed before the Executive Council for consideration.

.....

## Item No.26

To consider various matters concerning  
the Pachhunga University College, Aizawl :

A meeting of the representatives of the UGC, Ministry of Education (Government of India), Government of Mizoram and North-Eastern Hill University was held in the Office-Chamber of the Chairman, UGC at 5 p.m., on 28th April, 1981 to discuss the various issues concerning the management of Pachhunga University College, Aizawl. The Minutes of the discussions of the meeting is placed below as Annexure - 21

During the discussions, it was emphasised that necessary Statute/Ordinance should be framed for the governance of the College, including procedure for recruitment of the staff and appointment of a regular Principal for the College. The position regarding these matters are stated as follows :-

(i) While taking over the College from the Government of Mizoram, the University had agreed, vide Clause 14 of the Deed of Agreement, that "there shall be a Pachhunga University College Governing Body which will be constituted by the University in consultation with the Government (of Mizoram) on the lines of the Governing Body constituted for the University Agriculture College, Nagaland." Pachhunga College was a premier Government College of the Union Territory before the University took it over and the Government of Mizoram was extremely concerned about its proper development and management as a University College as envisaged in the recommendations of the UGC Visiting Committee for the Fifth Five Year Plan. The College was running a number of courses at P.U. and first degree level and had as many as 40 faculty members appointed. It was, therefore, understood that the Mizoram Government desired to be associated with the Governing

Contd/...

Body which was agreed to be constituted. However, the Governing Body of a College which is under the cent per cent maintenance of the University would no doubt be a recommendatory body similar to that of the Agricultural College, Nagaland. The day-to-day administration of the College, both academic and general administration, shall be left to the Principal who is under the direct control of the Vice-Chancellor. An Ordinance needs to be framed by the University prescribing the manner of constitution of the Governing Body its recommendatory/advisory functions, and other matters affecting the management of the College. The Council may kindly consider the Draft Ordinance placed as Annexure - 22 which if approved, will be submitted to the Central Government as a first Ordinance framed in terms of Clause (o) of Section 26(1) of the NEHU Act read with Clause (2). The views of the Government of Mizoram will be obtained regarding the constitution of the Governing Body.

(ii) The University has already proposed a Statute regarding the recruitment of teachers in the colleges maintained by the University. This has been approved by the Executive Council and is now awaiting the approval of the Visitor. The Council has authorised the Vice-Chancellor to make temporary appointment of teachers in leave vacancies upto a maximum period of six months in the College. The Council may kindly consider extending this power of the Vice-Chancellor in respect of all vacancies of teaching staff upto a maximum period of six months because it is likely that even a regular vacancy may remain unfilled for such period due to administrative reasons and the College should not suffer for want of teaching staff.

(iii) As regards appointment of a regular Principal for the College, action is in hand and the steps taken will be reported at the next meeting.

The Executive Council may kindly consider the proposals.

## Annexure - 21

Minutes of the meeting of the Committee to consider the problems of Pachhunga College, Aizawl.

A meeting of the representatives of the UGC, Ministry of Education (Government of India), Government of Mizoram and North-Eastern Hill University was held in Chairman's room at 5.00 P.M. on 28th April, 1981. The following were present:

1. Dr. (Mrs) Madhuri R. Shah  
Chairman, UGC.
2. Prof. B. Ramachandra Rao,  
Vice-Chairman, UGC.
3. Dr S.C. Banwar,  
Vice-Chancellor (Acting)  
NEHU.
4. Dr L.N. Tluanga,  
Director of Education,  
Government of Mizoram.
5. Shri A. Shankar,  
Finance Officer, NEHU.
6. Shri R.K. Chhabra,  
Secretary, UGC.
7. Shri R.P. Gangurde,  
Deputy Secretary, UGC.
8. Shri N. Ramanujan,  
Under Secretary, UGC.

The representative of the Ministry of Education, Government of India (Shri M.R. Kolhatkar) could not attend the meeting.

At the outset, it was noted that the NEHU had entered into agreement to take over the Pachhunga College, without the prior concurrence of the UGC. However, since this has already been done, it was felt that solution would have to be found as far as possible for certain difficulties which have since arisen. The Chairman solicited the co-operation of the Government of Mizoram in this.

The following points were discussed :-

1. It was pointed out that the present system of Education in the States within the jurisdiction of NEHU was 10 + 2 + 2 and the question of introducing 10 + 2 + 3 was under the consideration

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of the State Governments. It was further indicated that +2 stage was at present located in colleges and that the examination for the same was being conducted by the University. It was agreed that till such time +2 stage was part of the collegiate system, it would continue to be maintained by the University as an integral part of the Pachhunga College. However, as and when the +2 stage is transferred to the School, the University would not provide facilities for this in the Pachhunga College.

It was reported that though the agreement provided for the take over by the University of the assets and liabilities of the College, the construction work at the Pachhunga College complex had been stopped by PWD for want of funds being provided by the University.

'A' It was agreed that the Commission may sanction an 'on account' grant of Rs. five lakhs for the completion of the buildings, both accepted by the UGC and the Mizoram Government before the take over of the College and whose construction had already started by the PWD. It was noted that the further instalment of the grant would be released on receipt of the progress report and other related information.

'B' Dr L.N.Tluanga agreed to take up with his Government the question of waiving the departmental charges levied by the PWD who would now complete the construction as deposit work.

3. It was noted that the employees of the Pachhunga College, who have opted to join the service of NEHU would be entitled to same terms and conditions including allowances and other facilities as are admissible to the corresponding employees of the University.

'C' In this connection, it was pointed out that salary of some of the employees had not been fixed in the revised scales. It was agreed that this would be looked into immediately by the University and the arrears paid before the end of May, 1981. It was also noted that the benefit of past service to the employees consequent upon their absorption in the University for purposes of pensionary benefits would be examined in the light of the provision in the Statutes of the University for the same.

....contd....

4. It was further pointed out that it may not be possible to give deputation allowance to such of the teachers who were working in the College but had not opted to join the services of the NEHU, but in such cases the teachers would continue to be paid in the scale of Rs 700-1600 even though the scale of the State Government for teachers was lower.

5. The question of creating the posts of Readers in the College would be examined in the light of the decision to be taken by the UGC for providing such facilities in the Colleges in the VI Plan.

6. It was noted that the NEHU would immediately initiate steps for the following :-

(a) Framing the Statute/Ordinance for the governance of this College, including procedure for recruitment of the staff; and

(b) Appointment of a regular Principal for the College.

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Ordinance on the Management of Pachhunga University College, Aizawl.

1. This Ordinance may be called "The Ordinance on the Management of Pachhunga University College."
2. In this Ordinance,
  - (i) "Academic Council" means the Academic Council of the University.
  - (ii) "Chairman" means the Chairman of the Governing Body.
  - (iii) "College" means Pachhunga University College, Aizawl.
  - (iv) "Committee" means committee constituted on any matter pertaining to the College.
  - (v) "Executive Council" means the Executive Council of the University.
  - (vi) "Governing Body" means the Governing Body constituted under this Ordinance.
  - (vii) "Principal" means Principal of the College.
  - (viii) "Students" means students of the College.
  - (ix) "Teachers" means teachers of the College.
  - (x) "University" means North-Eastern Hill University.
  - (xi) "Vice-Chancellor" means the Vice-Chancellor of the University.
3. This Ordinance shall come into immediate effect.
4. There shall be a Governing Body of the Pachhunga University College which shall be constituted by the University in the following manner :-
  - (i) The Minister incharge of Education in the Union Territory of Mizoram, by virtue of his office, shall be the Chairman
  - (ii) The Principal or, in his absence, the Vice-Principal of the College shall be the Member-Secretary Ex-officio.
  - (iii) Two teachers of the University nominated by the Academic Council, one from Sciences and the other from Social Sciences
  - (iv) Two persons nominated by the Executive Council of whom at least one shall be a member of the Executive Council.

Contd/...

- (v) Two persons from among the members of the Court of the University nominated by the Vice-Chancellor
  - (vi) Two persons who are not employees of the College, nominated by the Government of Mizoram.
  - (vii) A representative of the recognised teachers of the College elected from among themselves in the manner prescribed by the University.
  - (viii) Two principals of Colleges affiliated to the University nominated by the Vice-Chancellor.
5. All members other than the Ex-Officio members, shall hold office for a term of three years.
  6. Seven members shall form a quorum for a meeting of the Governing Body.
  7. The Member-Secretary shall, in consultation with the Chairman, convene a meeting of the Governing Body.
  8. If the office of the Chairman falls vacant, the Member-Secretary shall convene the meeting which shall be presided over by a Chairman elected by the members present at the meeting.
  9. The Governing Body shall prescribe the rules and procedures to be followed at its meetings.
  10. The Governing Body shall meet as often as may be necessary but in any case there shall be at least two meetings during an academic year.
  11. The Governing Body may consider and make recommendations to the University on the following matters concerning the College:
    - (i) Steps to be taken for the development of the Physical complex of the College
    - (ii) provision of furniture and equipment including teaching aids
    - (iii) provision for library and laboratory
    - (iv) provision for improvement of physical education
    - (v) arrangement for the residence of students in the College
    - (vi) arrangement for accommodation of teachers and other staff
    - (vii) introduction and/or upgradation of courses of study
    - (viii) fixing a limit on the number of students to be admitted to the courses of studies

Contd/...

- (ix) number of scholarships to be awarded to the students from time to time
- (x) number of teachings post to be created and the subjects thereof
- (xi) steps to be taken to encourage youth programme, youth leadership, and educational excursions
- (xii) provision for improvement of the conditions of health, hygiene and sanitation in the College
- (xiii) student participation in the management of the College and the extent to which such participation is necessary and desirable
- (xiv) any other matter referred to it by the Executive Council, Academic Council or the Vice-Chancellor.

12.(i) The Principal shall be the principal administrative and academic officer of the College and shall be under the general supervision and control of the Vice-Chancellor. He shall be responsible for the day-to-day administration of the College.

(ii) The Principal shall be assisted by a Vice-Principal and such other staff as may be appointed by the University.

(iii) Subject to the provisions of the North-Eastern Hill University Act, 1973, Statutes and Ordinances made thereunder, the Principal shall exercise such powers as may be delegated to him by the Executive Council and the Vice-Chancellor.

13. The Governing Body may appoint committees to assist and advise the Principal on such matters as it deems necessary for the proper administration of the College. The following may be some of the committees:

- (1) Faculty Committee
- (2) Admission Committee
- (3) Hostel Committee
- (4) Scholarship Committee
- (5) Library Committee
- (6) Examination Committee
- (7) Health, Hygiene and Sanitation Committee
- (8) Campus Development Committee
- (9) Committee on Youth Programme and Youth Leadership Training
- (10) Physical Education Committee
- (11) Committee on Educational Excursions
- (12) Accommodation Committee
- (13) Committee on Purchase of Stores, Furniture and Equipment
- (14) Committee to look after student Union Activities
- (15) Bus Committee
- (16) Extra-Curricular Activities Committee

Contd/...

14. The Principal and, in his absence, the Vice-Principal shall preside over the meetings of the Committees.
15. The Vice-Chancellor or any Officer or Teacher of the University nominated for the purpose by the Vice-Chancellor shall have the right to attend a meeting of the Governing Body but shall not have the right to vote.
16. A member of the Governing Body may resign by addressing a letter to the Member-Secretary who shall place it before the Chairman as soon as it is received by him. The resignation will take effect from the date it is seen by the Chairman.

## Item No. 27

To consider the Report of the Committee appointed by the Vice-Chancellor on the various aspects of the Research Programme:

The Academic Council at its Tenth meeting held on the 11th May, 1961, had accepted in principle the Report of the Committee appointed by the Vice-Chancellor to examine the various aspects of the Research Programme.

The Report and the proposed amendments to the Academic Ordinances, as suggested by the Committee is placed as Annexure - 23 for consideration and approval of the Executive Council.

## REPORT OF THE COMMITTEE ON RESEARCH PROGRAMME IN THE UNIVERSITY

-----  
Existing Ordinance-----  
Proposed amendmentOrdinance 13.1 -

"A candidate who has been admitted to the M.Phil programme of this University in the subject in which the candidate proposes to pursue the course of research or in an allied subject, and secures at least an 'A' grade or 60% marks in the first semester examination may be admitted as a candidate to the degree of Ph.D."

13.1 "A candidate who has successfully completed the M.Phil programme of this University in the subject in which the candidate proposes to pursue the course of research or in an allied subject, and secures a 'B' grade with a grade point average of 4.00 or a higher grade (or 55% marks or more) may be admitted as a candidate for the Ph.D. degree. However, a candidate who, after completing his coursework for the M.Phil programme, goes on to show, in the opinion of the Department concerned, outstanding ability for research, may, on the recommendation of the Department, be directly (without his having to complete the M.Phil programme) admitted as a candidate for the Ph.D."

Ordinance 13.4 -

"Notwithstanding what is provided in Ordinance 13.1 above, a scholar may be admitted as a candidate to the Degree of Ph.D. on the completion of and satisfactory performance in the course or courses specially prescribed by the Department. In such cases the courses prescribed shall be approved by the Committee for Advanced Study and Research on the recommendation of the Department

13.4 Notwithstanding what is provided in Ordinance 13.1 a student may be admitted as a candidate for the Ph.D. degree on the completion of and satisfactory performance in a programme of study specially prescribed by the Department. Such a programme will normally be spread over a period

Contd/..

Existing OrdinanceProposed amendment

concerned and should include written tests comparable in standard to the examinations in the courses specified in 13.1 above. The tests shall in each case be prescribed and conducted by the Department concerned."

of two semesters, but shall in no case exceed four semesters. The course of study prescribed for such a programme shall be approved by the Committee for Advanced Studies and Research on the recommendation of the Department concerned and shall include course work with written tests comparable in standard to the semester examinations in the M.Phil programme and similarly comparable research work. A candidate who secures a 'B' grade with a grade point average of 4.00 or a higher grade (or 55% marks and above) in this programme will be eligible for admission to the Ph.D. programme. The tests and manner of evaluation of the research work shall, in each case, be prescribed by the Department concerned and approved by the Committee for Advanced Study and Research. However, a candidate who after having successfully completed the course work for the programme, goes on to show, in the opinion of the Department concerned outstanding ability for research may on the recommendation of the Department, be directly (without having to complete the programme) admitted to the Ph.D. programme.

Add the following sub-clause after sub-clause (b) of Ordinance 13.7

(c) If a candidate fails to submit his thesis before the end of the period mentioned in (b) above, he may, on the recommendation of the Department concerned, be permitted to be re-registered as a candidate for the degree. After such re-registration the candidate may submit his thesis at any time during the two years following the re-registration but not later.

Contd/...

Existing Ordinance A	Proposed amendment
<u>Ordinance 13.22 -</u>	13.22 "Notwithstanding what is provided in 13.1 and 13.4 above, the categories of persons mentioned below may, on the recommendation of the Department concerned and the Committee for Advanced Study, be permitted to be registered directly (without having to take either the M.Phil or the Ph.D. programme) for the Ph.D. programme: (i) Teachers of colleges affiliated to this University, who have a minimum of three years of teaching experience (ii) persons who have taken the M.Phil Degree from another University recognised by this University and have secured at least B grade with a grade point average of 4.00 (or 55% marks) in the M.Phil examination and (iii) persons who have completed at least three years of research in a research laboratory."
a) An employee of the University or a teacher of the affiliated colleges may submit his thesis for the award of the Ph.D. degree of the University in the following manner:-	
(i) The candidate shall intimate in writing to the Head of the Department concerned the topic and plan of his research work for the Ph.D. degree.	
(ii) The Department concerned may, after satisfying itself that the research on the proposed topic can be profitably pursued by the candidate recommend to the Committee for Advanced Studies and Research that to may be admitted as a candidate for the Ph.D. degree.	
b) The Committee for Advanced Studies and Research may, after considering the recommendation of the Department, admit the applicant as a candidate for the Ph.D. degree and prescribe course or courses to be completed satisfactorily for confirmation as a candidate for the degree of Ph.D. and appoint Supervisor(s) for the work.	
(c) On successful completion of course or courses as prescribed by the Committee for Advanced Study and Research the candidate may be confirmed as a candidate for the Ph.D. degree	
(d) The candidate may submit the thesis after two years and not later than five years from the date of confirmation as a candidate for the Ph.D. degree.	

<u>Existing Ordinance</u>	<u>Proposed amendment</u>
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Ordinance 12 -

OBJECTIVE

The M.Phil degree will be the first research degree of the University. This degree will be considered as a minimum requirement for the fresh Graduate for undertaking further research work leading to the Ph.D. degree.

OBJECTIVE

"The M.Phil degree will be the first research degree of the University. This degree will be considered as a minimum requirement for a fresh Master's degree holder for undertaking further research leading to the Ph.D. degree. This will, however, be subject to the provisions of Academic Ordinance 13, clauses 1 and 4.

EVALUATION

The last sentence of this Clause which reads as under may be substituted by the sentence shown in the proposed amendment:

Normally students obtaining Grade 'A' only will be allowed to proceed for work towards a Ph.D. degree.

EVALUATION

"Candidates who secure a 'B' grade with a grade point average of 4.00 or a higher grade (or 55% marks or above) may be allowed to proceed for works towards the Ph.D. Degree.

Provided that a candidate who has submitted his M.Phil dissertation and is awaiting the examiners reports on it, may, on the recommendation of the Department, concerned be provisionally allowed to continue his research in the Department."

Existing Rules for the Award of Junior Research Fellowships -

Clause (4) (Conditions of the Award)-

(b) The Fellow will have to do whole time research work under the teacher to whom he is assigned.

Clause 4 (Conditions of the Award) -

(b) The fellow shall be attached to any of the Academic Departments of the University doing full time research leading to any of the research degrees of the University.

Contd/....

Existing rules for the award of JRF      Proposed amendment

4(e) The work of the fellow will be assessed every year. On assessment of the work if it is found that the fellow lack research potential, the Fellowship may be terminated. A research fellow who has displayed research ability but has not achieved significant progress may be given an extension for a period of one year. At the end of the two year period his research work would be subjected to further assessment. If the report is found to be satisfactory, he will be given further extension of one year.

(4(f) The University may terminate a research fellowship at any time if not satisfied with the progress on conduct of the fellow.

4(c) The work of the fellows shall be assessed at the end of the first year, and the procedure for assessment shall be similar to the one laid down in academic Ordinance 13, clause 9, sub-clause (a). If on assessment, it is found that the fellow lacks potential for useful research, the Fellowship may be terminated.

4(f) Notwithstanding what is provided in (e) above, if a fellow who is registered as a candidate for the M.Phil degree of this University fails to submit his dissertation for this degree, within a period of two years of his having been registered - irrespective of the time of the award of the Fellowship to him - his fellowship shall be terminated at the end of the above two years.

The following sub-clauses be added after sub-clause (f) :

(g) At the end of the second year of the Fellowship, a Fellow's work shall be assessed again, and, if the work is found satisfactory the Fellowship will be renewed for another two years. The fellow will normally be allowed to complete the full four years of the Fellowship even if his Ph.D. dissertation is submitted before the expiry of the full term of the Fellowship.

(h) Notwithstanding what is provided in (e) and (g) above, the University may terminate a Fellowship at any time if it is not satisfied with the progress of conduct of the fellow.

## Item No. 28

To report the action taken by the Vice-Chancellor in inviting experts for selection of teachers in Agricultural College :

A meeting of the Selection Committee to select a Reader and Lecturer in Animal Husbandry for the College of Agriculture, Medziphema, Nagaland, was fixed on 4th July, 1981 at UGC, New Delhi. Experts to serve on the Selection Committee were invited from the panel approved for the purpose but none of them agreed to attend the meeting because of pre-occupation. The interview had been fixed and the candidates and other members were invited to the selection meeting already.

Considering the exigency of the situation, the Vice-Chancellor invited the following two experts in Animal Science, though their names were not included in the panel approved by the Executive Council and Academic Council. These experts attended the meeting held on the 4th July, 1981 at UGC, New Delhi, which made recommendations for appointment of teachers:

1. Dr Daya Singh Balaine  
Dean, College of Animal Sciences  
Haryana Agricultural University  
Hissar
2. Dr J M Lall  
Scientist (Animal Science)  
Krishi Bhavan, ICAR,  
New Delhi.

The above mentioned action was taken by the Vice-Chancellor in exercise of the powers vested in him under Section 12(3) of the Act, as exigency demanded immediate action in the interest of the University. The matter is reported to the Council. The matter will also be reported to the Academic Council at its next meeting.

Contd/...

## Item No. 29

## RATIFICATION OF ACTION TAKEN BY THE VICE-CHANCELLOR:

- (a) To ratify the action taken by the Vice-Chancellor in appointing teachers in the College of Agriculture, Medziphema, Nagaland -

A series of selection committee meetings for selection of the teaching staff for the College of Agriculture, Medziphema, Nagaland, were held on the 2nd and 4th July, 1981 at UGC, New Delhi. The Selection Committees recommended candidates for appointment. The Vice-Chancellor had, vide his letter No.VCF.15:SC:Agri:81-996, dated 14 July, 1981, placed below as Annexure - 24 informed the members of the action proposed to be taken by him to offer appointment to the candidates recommended in order of merit subject to ratification of his action by the Council. The circumstances which necessitated such advance action on the part of the Vice-Chancellor to have the teachers in position in the College were also explained in the circular letter referred to above.

2. The following teachers have been appointed in the subject mentioned against each :-

<u>Sl.No.</u>	<u>Subject</u>	<u>Post</u>	<u>Name of the person to whom the offer has been made</u>
1.	Plant Pathology	Lecturer	Shri L.R.Saha
2.	Agronomy	Reader	None recommended
3.	Agronomy	Lecturer	Shri Rakesh Mohan
4.	Horticulture	Reader	Dr Shyam Singh, with a basic salary of Rs 1,300/- p.m.
5.	Horticulture	Lecturer	Dr Vijay Bahadur Singh
6.	Agri. Botany	Lecturer	Dr R.C.Laloo

Contd/..

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<u>Sl.No.</u>	<u>Subject</u>	<u>Post</u>	<u>Name of the person to whom the offer has been made</u>
7.	Entomology	Reader	Dr S.K.Banerjee, with five advance increments
8.	Animal Husbandry	Reader	Dr V.K.Goel, with four advance increments
9.	Animal Husbandry	Lecturer	Shri A.M.Ambulgekar with three advance increments
10.	Agri. Economics	Lecturer	Shri P. Honorius
11.	Agri. Extension	Lecturer	Shri B. Parasar

3. The recommendations of the Selection Committees in the various subjects are being tabled at the meeting for consideration and approval of the Council. The Council may also ratify the action taken by the Vice-Chancellor in issuing appointment orders to the candidates, in the order of merit as recommended by the Selection Committees.

(b) Grant of study leave to Shri Naresh Kumar, Junior Library Assistant, Library Department and Shri Ramakrishna Sadhu, Junior Library Assistant, Physics Department for prosecuting higher studies in B.Lib. Science course in Banaras Hindu University :

Shri N. Kumar, Junior Library Assistant and Shri R.Sadhu, Junior Library Assistant have applied for grant of study leave for one year with effect from 1st July, 1981 to 30 June, 1982 respectively.

As per rules, the study leave can be granted to non-teaching staff who has rendered more than five years of service in the University. The above employees have rendered more than 5 years of services in the University.

According to the existing Leave Rules of the Government of India which have been made applicable to the administrative staff(non-teaching) of the University, the relevant conditions which govern the grant of study leave are :-

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1. Course of study/specialised training :- Granted to a Govt. servant with due regard to the exigencies of public service to enable him to undergo, in or out of India, special course of study leave consisting of higher studies or specialised training in a professional or a technical subject having a direct and close connection with the sphere of his duty.

2. Course of Training/Study Tour :- Granted for a course of training or study tour if such course/tour is certified to be of definite advantage to him from the point of view of public interest and is related to his sphere of duty.

3. Public Administration :- Granted for the purpose of studies connected with the frame work or background of public administration.

4. Granted for studies not closely or directly connected with his work but which are capable of widening his mind in a manner likely to improve his abilities as a Govt. servant and to equip him better to collaborate with those employed in other branches of the public service (Application for study leave in such cases shall be considered on merit of each case in consultation with the Department of Expenditure of the Ministry of Finance).

5. It is not granted unless :-

(i) It is certified that the proposed course of study shall be of definite advantage from the point of view of the public interest.

(ii) It is for prosecution of studies in subject other than academic or literary subjects.

6. It is not ordinarily granted to a Govt. servant -

(i) Who has rendered less than 5 years service under the Government.

(ii) Who is due to retire or has the option to retire, from service within 3 years of the date on which he is expected to return to duty after the expiry of the leave.

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7. It shall not be granted with such frequency as to remove him from contact with his regular work or to cause cadre difficulties owing to his absence on leave.
8. The maximum amount of study leave that may be granted -  
 (i) At any one time - 12 months.  
 (ii) During entire service - 24 months (inclusive of similar kind of leave for study leave or training granted under any other rules).
9. i) It can be combined with other kind of leave.  
 ii) Study leave plus other kind of leave (except E.O.L.) should not exceed 28 months)
10. A Government servant granted study leave can draw leave salary equal to the pay without allowance other than Dearness Allowance which he draws while on duty immediately before proceeding on such leave. Payment of leave salary shall be subject to furnishing of Certificate to the effect that he is not in receipt of any scholarship, stipend or remuneration.

Shri N. Kumar joined this University on 13 April, 1976 and Shri R. Sadhu joined this University on 8 April, 1976, both of them have completed five years of service and have fulfilled the above condition for the grant of study leave.

Subject to ratification by the Executive Council, study leave for a period of one year with effect from 1st July, 1981 to 30th June, 1982 was granted to Shri N. Kumar and Shri R. Sadhu, respectively, to enable them to prosecute studies in B.Lib. Science Course in Banaras Hindu University.

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

Annexure - 24

NORTH-EASTERN HILL UNIVERSITY  
Shillong - 793 001Dr. S.C.Banwar  
Vice-Chancellor(Acting)DO No.VCF.15:SC:Agri:81-996,  
14 July, 1981.

To

All Members of the  
Executive Council.

Dear Colleagues:

A series of Selection Committee meetings for selection of teachers in the College of Agriculture, Medziphema, Nagaland, were held on the 2nd and 4th July, 1981 at UGC, New Delhi. The Selection Committees have recommended candidates for appointment to the posts for which interviews were conducted, barring a few cases in which no suitable candidates were found. The Selection Committees constituted for this purpose were attended by, besides myself, the Visitor's nominee and at least a minimum number of experts. The matter will be placed before the Executive Council at its next meeting for approval of the recommendations and appointment of the selected candidates to the posts.

However, as you are aware, there is an urgent need to appoint the teachers in the College in view of the next academic session commencing from August and, specially, due to the prolonged duration of time the posts remained vacant in the College. I am, therefore, offering appointments to the candidates as recommended by the Selection Committee concerned, subject to ratification of my action by the Council at the next meeting. I enclose for your information a statement indicating the names of candidates in various subjects who have been recommended by the concerned Selection Committee.

Yours sincerely,

Sd/- S.C.Banwar

Encl: Statement

STATEMENT SHOWING THE PARTICULARS OF SELECTION OF  
TEACHERS IN THE COLLEGE OF AGRICULTURE  
MEDZIPHEMA.

Sl. No.	Name of the post subject and No. of vacancy	Date of selection	Name of experts present in the Selection Committee	Names of candidates recommended in order of merit	REMARKS
1	2	3	4	5	6
1.	Lecturer, Plant Pathology - 1	2.7.81.	1. Dr L.M.Joshi 2. Dr V.V.Chenelu 3. Dr R.K.Grover	1. Shri L.R.Saha** 2. " S.K.Mahanty 3. " P.K.Kala	Salary as per rules **Considered in absentia
2.	Reader, Agronomy-1	-do-	1. Dr Rajendra Prasad	Did not recommend any	
3.	Lecturer, Agronomy-1	-do-	1. Dr Rajendra Prasad	1. Shri Rakesh Mohan 2. " Rama Nand Dwivedi	Salary as per rules
4.	Reader, Horticulture - 1	-do-	1. Dr R.P.Singh 2. Dr R.N.Singh	1. Dr Shyam Singh	With a basic salary of Rs 1,300/- p.m.
5.	Lecturer, Horticulture - 1	-do-	-do-	1. Dr Vijay Bahadur Singh 2. Shri S.K.Sharma 3. Dr J.N.Singh	Salary as per rules.
6.	Lecturer, Agri. Botany - 1	-do-	1. Dr V.L.Chopra 2. Dr B.P.Pandeya 3. Dr S.K.Sinha	1. Dr R.C.Laloo(ST) 2. Mr.A.K.Handique 3. Dr B.K.Tewari	Considered in absentia Salary as per rules
7.	Reader, Entomology-1	4.7.81.	1. Dr A.S.Atwal	1. Dr S.K.Banerjee 2. Dr A.K.Garg	With five advance increments With two increments only.
8.	Reader, Animal Husbandry - 1	-do-	1. Dr Daya Singh 2. Dr J.M.Lall	1. Dr V.K.Goel	With four advance increments
9.	Lecturer, Agri.	-do-	-do-	Shri A.M.Ambulgekar	With three advance increments
10.	Lecturer, Agril. Economics - 1	-do-	1. Dr D.S.Sidhu	1. Shri P.Honorius 2. Shri B.L.Dhyani	On initial salary in the scale
11.	Lecturer, Agri. Extension - 1	-do-	1. Dr K.N.Singh	1. Shri B.Pasasar 2. Shri Nand Kishore	With initial salary

(c)

TWO YEARS EXTRAORDINARY LEAVE OF SHRI. C.L. IMCHEN, LECTURER,  
DEPTT. OF SOCIOLOGY, NEHU, SHILLONG.

Shri C.L. Imchen applied Extra-ordinary Leave for two years with effect from 1.2.82 to enable him to prosecute his studies at the Jawaharlal Nehru University, New Delhi, where he has already been registered and has been confirmed to Ph.D. programme w.e.f. 1.6.79.

As per Ordinance, Clause 8 (ii) for regulating leave to teachers of this University that, 'the Executive Council may grant on the request from the Institution concerned and on application of the teacher, Extra-ordinary Leave to hold an appointment or a fellowship under a Government, a University, a Research Institute or other similar important institution, if the opinion of the EC., such leave does not prejudice the interest of the University. This leave can be allowed only to a teacher who has been confirmed in the post held by him and has served the University for a period of at least two years.

Shri. C.L. Imchen joined this University on a regular basis with effect from 30.1.80 and will be completing two years of probation with effect from 29.1.82.

It may be pointed out here <sup>that</sup> Extra-ordinary leave for two years with effect from 1.2.81 has already been granted by V.C. subject to ratification by E.C.

The case is placed before E.C. for ratification.

Item No. 30

Delegation of Financial Powers to sanction re-imbusement of cost of medical treatment to members of teaching & non-teaching staff :

The existing Delegation of Financial Power Rules

Sl.No. 20 empower the following authorities to sanction reimbursement of cost of medical treatment to officers, teachers, employees and their families. It runs as follows :

"20 - To sanction re-imbusement of cost of medical treatment to Officers, Teachers, employees and their families	Vice-Chancellor	Full power in respect of Heads of Administrative/Teaching Departments.
	Registrar/ Finance Officer/ Dean/Librarian/University Engineer	Full powers in respect of the staff under their respective control.

The facility of reimbursement of expenditure incurred on medical treatment of the staff and members of their families have been extended with effect from April, 1976.

At the initial stage medical claims were processed and sanctioned by the then Officer on Special Duty(Admn.). However, on the advice of the then Officer on Special Duty(Finance) all the medical claims with effect from January, 1979 are being submitted to the Finance & Accounts Department through the respective Heads of the Department and the said Department sanctioned the same and made necessary payment.

The above action taken by the Administration Department as well as the Finance Department does not seem regular as the Delegation of Financial Power Rules do not empower the Heads of these Departments to sanction the claims in respect of all employees of the University but only in respect of the staff under them. However, the same has had to be decided as it is the only

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practicable way to dispose of the claims at one Centralised Section. The Dean/Librarian are not also properly equipped with adequate staff to deal with such cases and the University Engineer has not been appointed.

The Council may, therefore, consider to approve the action taken by the above Departments in the past and to empower henceforth the Finance Officer to sanction re-imbusement in respect of all the University employees except the Deans and Heads of Administrative/Teaching Departments for which the power will remain with the Vice-Chancellor.

The Council is, therefore, requested to kindly to consider modification of the existing Delegation of Financial Power Rules 20 to the following effect :

"20 - To sanction re-imbusement of cost of medical treatment to Officers, Teachers, employees and their families	Vice-Chancellor Finance Officer	Full powers Full power in respect of the staff posted in the Headquarters (Shillong) and also in the two Campuses in Nagaland and Mizoram".
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Item No. 31

Re-imburement of cost on laboratory tests in private Clinic/Hospital :

It has been represented by the Teachers in their joint petition dated 11th August, 1981 (Annexure - 25) that the University should recognise Nazareth Hospital and Ramakrishna Mission Hospital for re-imburement of cost on clinical tests carried out there.

It may be mentioned that the University is allowing re-imburement of cost on laboratory tests only to those who performed the test in Government recognised Hospital according to Rules prescribed by the Government of India wherein the names of the Hospitals like Nazareth, Ramakrishna Khasi Presbyterian Hospital, Bright Well Clinic are not found to exist. In view of this, it may kindly be considered whether the cost of test carried out in these Hospitals should be re-imbursed by this University.

The matter is, therefore, placed before the Executive Council for consideration.

NORTH-EASTERN HILL UNIVERSITY  
Shillong - 793 001

Department of Philosophy.

August 11, 1981.

To

The Vice-Chancellor,  
North-Eastern Hill University,  
Shillong - 793 001.

Sir,

We, the undersigned request you to kindly recognise the Nazareth Hospital and Ramkrishna Mission Hospital (located in Laitumkhrah) for the purpose of reimbursement for clinical tests. The presently recognised institution like Pastuer Institute is situated far away (Polo Ground) from the various Campuses of the University. Hence, going there not only consumes a lot of time but is also sometimes likely to affect adversely the treatment of a patient. The charges as far as we know are the same in all the above mentioned Hospitals.

Hence may we request you to kindly place the matter before coming Executive Council meeting if necessary to obtain its approval.

Thanking you,

Yours faithfully,

Sd/- Hassan  
Sd/- R. Gohain  
Sd/- A. Anand  
Sd/- Illegible.  
Sd/- D.R.Syiemlieh  
Sd/- R. Lathangngi  
Sd/- Illegible,  
Sd/- B. Khathi  
Sd/- B.K.Sharma  
Sd/- K.Khathangin  
Sd/- Y.S.Chauhan  
Sd/- R.R.  
Sd/- A. Filthi  
Sd/- A.L.Verma  
Sd/- Y.S.Jain  
Sd/- K.K.Dwivedoi  
Sd/- M.P.Mahajan  
Sd/- K.J.Joseph  
Sd/- A.C.Daniel  
Sd/- S.N.Guha  
Sd/- R.K.Rai

Sd/- R.V.Vyas  
Sd/- N. Malie  
Sd/- Jagat Pal  
Sd/- V.Xaxa  
Sd/- A. Leopatra  
Sd/- M.N.Kama  
Sd/- N. Kumar  
Sd/- F.P.G.Ghltha  
Sd/- M.B.Nair  
Sd/- R.Borghain  
Sd/- S.Gabriel  
Sd/- R.L.Walli  
Sd/- L.S.Gassah  
Sd/- C.N.Bhalerao  
Sd/- P.N.Pandey  
Sd/- K.I. Ismail  
Sd/- M.K. Mahanti  
Sd/- Khil Nedhi  
Sd/- T.S.B.Narasaraju  
Sd/- P.G.Momin  
Sd/- S.S.A Jafri

DR MAHESH C PANDEY  
M.Sc.(Ran) M.S.(Minn.) Ph.D.(Minn.)

CONFIDENTIAL

Dt. 18 August, 1981.

To  
The Vice-Chancellor,  
North-Eastern Hill University,  
Shillong.

Sir,

I refer to your letter No.F.25-1/PVC/Conf/01-2067, dated August 5, 1981 and submit the following comments which are based on the report submitted by the Enquiring Officer. I may mention at the very outset that I have had no opportunity so far to see the complaints filed by the students and teachers of the College of Agriculture, Medziphema.

2. I joined the University in May, 1978 to establish the College of Agriculture in Nagaland, I realised it myself that the task ahead of me was quite challenging though the then Vice-Chancellor had kept me reminded of the need to be patient with the many problems confronted me in accomplishing the initial task of getting the College started. With the Vice-Chancellor's keen concern for the establishment and development of the College and his encouragement I worked with the zeal of a missionary. The stupendity of my task did not deter me from going ahead with it. After having worked for more than 10 years among the tribal peoples of Africa and in some of the western countries, I felt delighted to have been entrusted with a pioneering work of establishing an Agricultural College in my home land, that too, in an educationally backward tribal region. However, by October, 1978, it was possible to have the College inaugurated by the Union Agriculture Minister at its present temporary site, Medziphema.

3. I must submit that almost all the difficulties the students, teachers and I as the Principal had to face, and they are still facing, are due to the location of a resident type of institution at a temporary site, and its continuance thereon for an indefinitely long period without being able to have the essential facilities created to ensure the institution's smooth functioning. Official decision was that the College would be at Medziphema for only two years within which time, Panglwa was to be developed. The authorities, understandably, would not invest funds on capital items of the Campus at the temporary site. Had it not been for the keen interest shown by the Government of Nagaland, the Agricultural College could not have become a reality. I received the fullest co-operation of the Government of Nagaland in all matters concerning the College.

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4. Development of the permanent site of the College and its shifting from Medziphema is hardly within the jurisdiction of the Principal. As long as it continues at Medziphema, the Principal is pre-occupied with the administrative problems, problems of accommodation, student welfare, academic problems arising from inadequate number of teachers and inadequate instructional and laboratory space. Thanks again to the Government of Nagaland who have found the ways and means to provide a few more buildings at Medziphema to tide over the acute accommodation problem. I am glad to point out that I lost no time in highlighting this problem to the concerned authorities.

5. The student unrest in educational institutions which have even established amenities and facilities is a phenomenon in our country. In Medziphema, a village with hardly any attractions to provide incentive and interest to life, our students would have felt happy if atleast they were provided with the minimum amenities. I feel the students were quite justified in asking for a College Bus and adequate sports grant. They would have felt happy with adequate provision for annual excursions. If I had a cine-projector, I could have provided some entertainment to not only students but to the staff and their families. The sports grant of the College was only Rs 5,000/- per annum. I had discussed all these problems and needs of the College with the Vice-Chancellor on several occasions and I was given the impression that these basic needs would be met, I conveyed my impression to the students. Unfortunately, owing to the non-fulfilment of a number of promises and assurances my own credibility eroded, and the students and teachers began to lose confidence in the Principal.

6. It is natural that the administrative head of an educational institution of resident type should be entrusted with adequate administrative and financial powers to enable him to administer the College. Under the Delegation of Powers, authorised by the Executive Council, I understand, the Principal does not figure at all. Naturally, the Principal with no delegation of administrative and financial powers had to derive his powers from the Vice-Chancellor.

7. The Enquiring Officer has in his report referred to certain specific issues concerning my conduct as Principal. These are mainly :

- (i) My conduct with the students and teachers and
- (ii) With people outside the College community.

It appears that the Enquiring Officer did not have such time at his disposal to make a detailed enquiry as he visited the College on the 22nd of May for the enquiry and the report was submitted on the 23rd of May, 1981. I wish, the Enquiring Officer were able to examine the records maintained in the office of the Principal on various matters concerning the administration of the College, which would have borne out enough evidences in support of the action I had taken to help mitigate the problems.

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(i) Reference was made to two teachers of the College who resigned allegedly due to my 'misbehaviour'. There are records in the College as well as in the University of the reasons stated by these teachers while leaving the College. Dr Katharia, Reader, was a physically handicapped person being victim of Polio and he could not live in difficult terrain and topography and he stated this in his resignation. Shri Nath belongs to Shillong and was able to get admitted to M.Phil in NEHU and he also stated this as his reason for leaving the College. Incidentally, without even the knowledge of the Principal, a teacher was transferred to the P.G. Department of the University and I was surprised to find a copy of the transfer order lying on my table which I saw when I returned to the College after availing casual leave. This feeling was created among the remaining teachers that they could also get such transfers if they had access with authorities in Shillong Centre.

(ii) Regarding the running of the hostel, reference has been made of certain problems. Water supply used to be one of the most felt problems that vexed the students. I have done all within my capacity to solve this problem and have written several times to the State Government and the records would bear me out. Regarding medical facilities, perhaps, a Medical Officer is yet to be appointed in the College which is a genuine need. It was due to my initiative that the post has been sanctioned by the UGC. The log book of the jeep attached to the Principal could have been verified to ascertain whether the vehicle was not used on many occasions by the students and the teachers for various reasons concerning themselves. I have not neglected any matter affecting the welfare of my students and colleagues and I can claim to have gone out of my way to help them, at times. However, as an administrator of responsibility, I might have applied my judgement in rationalising some of the demands of the students or teachers as I have to draw a line between what was reasonable and what was not in allowing the use of the resources of the College. I take full responsibility for the errors of decision, if there was any.

(iii) Mention has also been made of a girl student's photograph having been torn off by me. The real fact of the incident was that a girl student was trying to use a copy of her passport size photograph for a second time by pulling it off from her identity card, the photograph was attested and stamped. She did not know that the photograph was no longer a photograph but a document. Nor did she react to my advice not to do such a thing, but her sentiments were aroused later on by some mischievous teachers to fan feelings against the Principal taking advantage of the issue though I did not tear off the photograph of the student, as alleged. I am also aware of similar other incidents of inciting the students against the Principal alleging that I had uttered statements against the Nagas. I hope, these individuals will be identified and proper action taken against them, as these constitute misconduct on the part of teachers.

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(iv) As I stated earlier, the College deserved more sports and games amenities. The annual budget on this score was Rs 5,000/- only and not Rs 19,000. I do not wish to make any further comments regarding this allegation as records will bear me out.

8. As regards the alleged strained relations with the neighbouring institutions and Departments, I need not perhaps offer comments as no specific case has been cited or any issue involving any Department has been substantiated except a letter written by a local M.L.A. I have to state that I had initially maintained a good relationship with the M.L.A. who showed understanding of the problems of the College. I had no particular difficulty or problem in my relations with the M.L.A., had it not been for some of the teachers mis-informing the M.L.A. and persuading him to write a letter against me. Such a letter would not have been written. However, I have given my comments on his letter in July, 1979.

Among those Departments with which I was alleged to have not maintained good relationship, ICAR is also one. I may mention in this connection that both during my time as well as now, the staff of ICAR have been applying for posts in the College. If I were branded as a bad head of the College, these staff would not have tried to join the College. I am fully aware that one of the important reasons for the temporary location of the College at Medziphema was the presence of ICAR there and I could not have been blind to the help they were giving the College. Though no specific case has been mentioned by the Officer, I do not find it possible to accept the views expressed in this regard.

9. It has been contended that ever since my exit from the College there is peace and tranquility. Whatever reasons may be attributed, I will be very glad to see that the College, of which I was the founder Principal, functions well progresses on healthy lines with good reputation. I felt sad that in early March, 1981 this College had to be closed down due to student unrest, and that one of the political units of the North-Eastern Region is apprehensive about their students in the College as some of them were badly treated by some other section of the students.

I do not believe that the presence or absence of an individual should matter in the administration of a public institution, as such ideas may tend to dilute the principles of justice in public service. If the removal of an individual from the College is the ultimate goal, then the means adopted for achieving that goal would not be tempered with justice. In ordinary parlance, we call it 'politics'.

At Medziphema, I did not encounter any serious problems with my students, a majority of them were tribals. They understand my straightforwardness and honesty of approach as early as I understood the basic qualities of the tribal students. True to my nature, I called a spade a spade and I found my students fully appreciated it and understood my good intentions. Had it not been for some motivated persons from outside the College and some of the mischievous teachers from inside, systematically building up prejudices against me in the institution, ruthlessly using the students as their means, there would have been no trouble for me.

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By the time I left the College, its enrolment was only 80 students of post-matric standard. Considering the fact that our planning - both academic and administrative - was already ahead of time, there should not have been any reason for student unrest in the College. I have to point out that during those days the administrative machinery of the University moved too slowly, there was no efforts to understand my problems. Had there been a little speed in implementing the proposals for which sanctions and even money already been received from the quarters concerned, the students discontent and resentment could have been averted.

Yours faithfully,

Sd/- M. C. Pandey.