

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

Instances has come to the notice of the University that non-teaching staff are now very litigation minded and easily took recourse to have their grievances redressed in the Court of Law without exhausting the appropriate channels as provisioned in the Act and Statutes of this University. This approach as such, may be due to ignorance and not understanding of the said provision from the side of the employees, while the absence of an Ordinance/Regulation on the side of the University.

On perusal of the NEHU Act, 1973 and Statutes it may be stated that :

- (1) Power of the University - is to regulate and enforce discipline among the employees and students of the University vide Section (21) of the NEHU Act, 1973.
- (2) It has also been provisioned in the North Eastern Hill University Statutes relating to the powers and functions of the Registrar vide Clause 4(a) and (b) of the Statutes - as a redress to grievances etc. in Clause 4(b) to this effect. An appeal shall lie to the Vice-Chancellor against any order of the Registrar imposing any of the penalties specified in Clause 4(a) of the Statutes.
- (3) It has been further provisioned in the Statutes, Clause 13(2)(v) in respect of the powers and functions of the Executive Council - to regulate and enforce discipline among the employees in accordance with these Statutes and the Ordinances. Clause 13(2)(xii) - the powers of the EC as bestowed upon is to entertain, adjudicate upon, and if thought fit, to redress any grievances of the employees and students of the University, who may, for any reason feel aggrieved.

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Dt.2.12.96.

(4) It has also been provisioned in the NSHU Act, 1973 vide Section 30(1) relating to the conditions of service of employees :

(i) Every employee shall be appointed under a written contract which shall be lodged with the University and a copy of which shall be furnished to the employee concerned.

(ii) Any dispute arising out of a contract between the University and any employee shall, at the request of the employee be referred to a Tribunal of Arbitration of one member appointed by the EC, one member nominated by the employee concerned and an umpire appointed by the Visitor. The decision of the Tribunal shall be final, and no suit shall lie in any civil court in respect of the matters decided by the Tribunal.

Further, the Act has also spell out the provision of the Right to Appeal under Clause (32) - Every employee or student of the University or of a college or institution shall, notwithstanding anything contained in this Act, have a right to appeal within such time, as may be prescribed by the Statutes to the EC against the decision of any office or authority of the University, or principal, or the management of any college or institution, as the case may be, and thereupon, the EC may confirm, modify, or reverse the decision appealed against.

It is high time now that Ordinance/Regulation be framed within the purview of the Act to enable those employees/ staff to understand the internal bodies of the University to whom appeal against grievances for redress lies, thus exhausting all these channels before going to Court.

The matter is thus placed to the Council for consideration and decision.

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

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

(x) Merit Promotion Scheme-Report of the Committee

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

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

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

(xii) Accreditation of State Level Eligibility Tests

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

6:7 - Others-

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

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

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

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

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