

(xiii) Up-gradation of Pay Scales of Senior Statistical Assistants and others.

The Executive Council in its 87th meeting had constituted a Committee to look into and examine the cases of upgradation of Pay scales of Senior Statistical Assistants and others. The minutes and recommendations of the Committee is placed at Annexure-I for consideration of the Council.

- Member
- Member
- Member
- Member
- Member (Convener)

- 1. Prof. R. P. Sharma
- 2. Prof. A. C. Chakravarti
- 3. Prof. J. C. Chakravarti
- 4. Dr. R. P. Sharma
- 5. Prof. S. N. Ghosh
- 6. President, NEHUNSA
- 7. Assistant Registrar (Estt. I)
- 8. Finance Officer
- 9. Registrar

The Executive Council had constituted a Committee with the terms of reference to examine various pending cases of upgradation of pay scales in respect of the Non-teaching employees. The Committee having met and discussed at length with reference to available facts and materials made the following recommendations:-

1. Upgradation of pay-scales of Store-keepers

(a) In accordance with norms laid down by the UGC and the recommendations of a Committee constituted earlier to recommend improvement in the pay scale of the existing Storekeepers belonging to Lab-based departments, the University had adopted a criteria/norms for up-gradation their pay scale based on the Annual recurring grants received by the Lab-based departments and qualification/experience as indicated below:-

No. EC: 87-4/Conf/95-Pt.

1. Lab-based departments above Rs. 1.00 lakh and not exceeding Rs. 3.00 lakhs.
 - Store-keeper in the pay scale of Rs. 1320-2040/-
 - Store-keepers. Matriculates
2. -do- above Rs. 3.00 lakhs but not exceeding Rs. 6.00 lakhs.
 - Store-keepers in the pay scale of Rs. 1400-2200/-
 - Store-keepers. Graduate
3. -do- above Rs. 6.00 lakhs but not exceeding Rs. 10.00 lakhs.
 - Store-keepers in the pay-scale of Rs. 1540-2200/-
 - Store-keepers. Graduate

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MINUTES OF THE EXECUTIVE COUNCIL'S COMMITTEE MEETING HELD ON
THE 16TH APRIL, 1996

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Members Present:

- | | |
|----------------------------------|---------------------|
| 1. Prof. R.R. Mishra | - Chairman |
| 2. Prof. A.C. Sinha | - Member |
| 3. Prof. J.C. Binwal | - Member |
| 4. Dr. R.P. Sharma | - Member |
| 5. Prof. S.N. Bhatt | - Member |
| 6. President, NEHUNSA | - Member |
| 7. Assistant Registrar (Estt. I) | - Member |
| 8. Finance Officer | - Member |
| 9. Registrar | - Member (Convener) |

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- | | | |
|---|---|-------------------------------|
| 1. Lab-based departments with Annual recurring grants above Rs.1.00 lakh and not exceeding Rs.3.00 lakhs. | - Store-Keeper
- in the pay scale
of Rs.1320-2040/- | Matriculate
Store-Keepers. |
| 2. -do-
above Rs.3.00 lakhs but not exceeding Rs.6.00 lakhs. | - Store-Keepers
in the pay scale
of Rs.1400-2900/- | Graduate
Store-Keepers. |
| 3. -do-
above Rs.6.00 lakhs but not exceeding Rs.10.00 lakhs. | Store-Keepers
in the pay-scale
of Rs.1640-2900/- | Graduate
Store-Keepers. |

...2/-

The Executive Council vide resolution No:EC:75:92:6:06(ii) agreed to implement the aforesaid up-gradation w.e.f. 1.4.91 which was also concurred by the Finance Committee. Accordingly, the pay fixation and arrears accrued thereto were paid to all the Store-keepers.

In a subsequent E.C.Meeting, it was decided to revise the effective date 1.4.91 as 1.1.86 for the purpose of up-gradation. This was also agreed to by the 35th.Finance Committee. However, the pay fixation and arrears accrued thereon w.e.f. 1.1.86 to 31.3.91 have been withheld in view of the Finance Committee's observations in its 36th Meeting which states that there is no order permitting drawal of arrears w.e.f. 1.1.86.

In the above context, the Committee noted that all the Store-keepers have already been paid arrears w.e.f. 1.4.91.

The decisions of the Executive Council in its 82nd meeting, Finance Committee in its 35th meeting and follow-up Administrative orders clearly state that the revised date for effecting the up-gradation will be 1.1.1986 which implies the benefit of up-gradation with full arrears.

Further, in all the past cases of up-gradation for different categories of employees, the University had already extended the benefit with arrears and hence, there is no justification to withhold the same, especially when the E.C.'s decision and Administrative order does not convey to treat the up-gradation as a 'notional' benefit.

The Committee therefore recommended payment of full arrears to all the Store-keepers w.e.f. 1.1.1986 to 31.3.91.

(b) The Committee endorsed the up-gradation of Store-keepers based on Annual recurring grants of the Lab-based deptts. and the qualification/experience as pre-requisites and recommended the following placement of the existing Store-keepers and also for future guidance:-

<u>Entitlement of Store-keepers</u>	<u>Qualifications & pay scales</u>
1. Store-keeper-grade-I (Lab-based deptt. having Annual recurring grants Rs. 6.00 lakh above)	Graduate in the pay scale of Rs. 1540-2900/-
2. Store-keeper-grade-II (Lab-based deptt. having Annual recurring grants above Rs. 3.00 lakh and not exceeding Rs. 6.00 lakhs.)	Under-graduate in the pay scale of Rs. 1400-2300/-
3. Store-keeper-grade-III (Lab-based deptt. having annual recurring grants above Rs. 1.00 lakh and not exceeding Rs. 3.00 lakhs.)	Matriculation in the pay scale of Rs. 1320-2040/-

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(C) The Committee also recommended that the Store-keepers on subsequent acquiring of higher qualification may be placed in the relevant pay scale commensurating with the annual recurring grants of the Lab-based deptts. accordingly and possible transfer effected to appropriate Lab-based deptt.

(D) The Committee examined the joint representation received from Shri P.C.Rai, Store-keeper of Zoology deptt. Smt.F.Kharkongor, Store-keeper of Bio-Chemistry Department and Smti.S.Mawlong, Store-Keeper of Geography Department requesting for higher pay scale of Rs.1640-2900/- as granted in the case of graduate Store Keepers who are attached to such Lab-based Departments which as per the norms are entitled for Store Keepers in the pay scale of 1640-2900/-.

The Committee was apprised that although Shri P.C.Rai and Shri F.Kharkongor were attached to Lab-based Departments which are entitled for Store Keepers in the pay scale of Rs.1640-2900/- but for being under-graduates they were placed in the upgraded pay-scales of 1400-2300/- as per the norms.

The Committee recommended that the concerned incumbents may be transferred to appropriate Lab-based Departments as per their qualifications and if the same is not feasible, they may be considered for suitable Special pay/remuneration.

As regard Smti.S.Mawlong, who is a Matriculate and attached to Geography Department which as per the receipt of the annual grant is entitled for Store-Keeper in the pay-scale of Rs.1320-2300/-, the Committee felt that she has been rightly placed in the upgraded pay-scale of 1320-2300/- in accordance with the norms and hence her claim may not be entertained.

The Committee discussed at length the case of Shri B.Hynniewta who was appointed as Store-Keeper in the Science Department and was subsequently transferred to look after the Store in the Examination Department. After careful consideration the Committee resolved that Shri B.Hynniewta should be granted the upgraded scale of pay as in the case of other Store-Keepers with effect from 1.1.1986 and be given the scale of Rs.1640-2900/- with effect from the date he obtained his graduation degree.

UP-GRADATION OF PAY SSCALE OF COACHES AND FITMENT/RATIONALISA-
TION OF PAY SCALE OF ASSTT.PRESS MANAGER.

The Committee was apprised that the University had approached the U.G.C. for prescribing the appropriate pay scale for the University Coaches. The Commission directed the University to approach the N.I.S. in this regard. As per the pay scale applicable to NIS Coaches who are merged with the Sports Authority of India, the NIS coaches are entitled to the pay scale of Rs.1640-2900/-. Accordingly, the matter was referred to the E.C. which decided that the University Coaches may be allowed the pay scale of Rs.1640-2900/- w.e.f. 1.1.1986.

The implementation of the above up-gradation of pay scale has been kept in abeyance in view of F.C's observation which states that the E.C's decision does not specify whether arrears are payable from 1.1.1986 or w.e.f. the date of E.C's resolution or from the date of issue of sanction order.

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Similarly, the case of fitment and rationalisation of pay-scale of Asstt. Press Manager which is in accordance with the standing instructions received from the U.G.C. and effective from 1.1.1986 and 15.2.1995 has been withheld in view of F.C's observation as aforesaid.

The Committee noted that arrears in the past were paid on the mention of effective date incorporated in the relevant orders, without specific mention for payment of arrears as such and hence, the Committee recommended that the Coashes & Asstt. Press Manager of the University may be allowed drawal of full arrears with effect from the date as specified in the relevant Administrative orders.

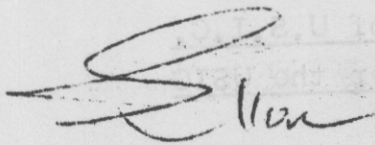
3. Up-gradation of pay-scale of Sr. Statistical Assistant and Statistical Assistant.

The Committee examined the representation of Senior Statistical Assistant and Statistical Assistant with regards to the Up-gradation of pay scale from Rs.1640-2900/- to Rs.2000-3500/- in the case of former and from Rs.1400-2300/- to Rs.1640-2900/- in the case of latter.

It was noted that Sr. Technical Assistants of the University have been granted up-graded pay scale of Rs.2000-3500/- from their core pay scale of Rs.1640-2900 w.e.f. 1.1.1986.

The Committee was of the view that the Sr. Statistical Assistants and Statistical Assistants recruitment qualification is Post-graduate and at par with the Senior Technical Assistants. Therefore, as a sequel to the benefit extended to Sr. Technical Assistants, the Committee recommended up-gradation of pay scale of the present Sr. Statistical Assistants in the pay scale of Rs.2000-3500/- from Rs.1640-2900/- and upgradation of pay scale of the present Statistical Assistants in the pay scale of Rs.1640-2900/- from Rs.1400-2300/-.

The Committee further resolved to effect the up-gradation w.e.f. 1.1.1986 on purely personal basis.


Dr. A. Patton
Convenor

Sd/-

Prof. R.R. Mishra
Chairman

THE ADJOURNED MEETING OF THE EXECUTIVE COUNCIL COMMITTEE ON UPGRADATION MET AGAIN ON 25TH APRIL, 1996 AND DISCUSSED THE FOLLOWING MATTERS

Members Present

- | | | |
|----------------------------------|---|-------------------|
| 1. Prof. R. R. Mishra | - | Chairman |
| 2. Prof. J. C. Binwal | - | Member |
| 3. Dr. R. P. Sharma | - | Member |
| 4. Prof. S. N. Bhat | - | Member |
| 5. President, NEHUNSA | - | Member |
| 6. Assistant Registrar (Estt. I) | - | Member |
| 7. Finance Officer | - | Member |
| 8. Registrar | | Member (Convenor) |

4. Grant of One-upward scale on completion of 8 year service TO EMPLOYEES APPOINTED ON ADHOC BASIS & SUBSEQUENTLY REGULARISED.

The Committee was apprised that the University had already decided to extend one-upward scale to the employees by computing their continuous adhoc service prior to regular appointment for reckoning 8 years of continuous service in the same scale of pay.

The Committee endorsed the above decision of the University and resolved that the same be referred to the Registrar for implementation.

5. Upgradation of Pay Scale of Technician 'A' of U.S.I.C. and re-designation of Technician posts as per the USIC revised guidelines, 1990.

The Committee was apprised that as per the revised USIC guidelines (1990), the pay scale of Rs. 825-1200/- in respect of Technician 'A' has been up-graded in the pay scale of Rs. 950-1400/-. The said guidelines was accepted by the Executive Council in its meeting held on the 9th March, 1992.

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Since, the USIC revised guidelines(1990) did not indicate the effective date of up-gradation & subsequent re-designation of posts, the Committee recommended 9th March, 1992, as the effective date, the day on which the 74th Executive Council in its meeting accepted the USIC guidelines (1990).

The Committee also examined the representation received from Shri A.K.Baruah, Technician 'B' pay scale of Rs.1200-1800/- for the adhoc period he served as Mochanic 'B' in the pay scale of Rs.800-1150/- and other representations received from the Technicians of USIC for extending them the substantive pay scale in lieu of fixed salary for the period 1986-1990.

The Committee noted that Shri A.K.Baruah's appointment as Mechanic 'B' was made against the sanctioned post of Technician 'B'. The two posts are distinct since the pay scale & designation varies. Since the post of Mechanic 'B' in the pay scale of Rs.800-1150/- was accomodated against the sanctioned post of Technician 'B' in the pay scale of Rs.1200-1800/-, hence the claim cannot be entertained.

It was further RESOLVED, that the nature of appointment on fixed salary in respect of Technicians is very specific and hence, request of Technicians for regular scale of pay in lieu of fixed salary cannot be entertained.

6. Uniformity in the pay scale of Technical Assistant (Horticulture) at par with the pay scale of Horticulturist Assistant of Central Agricultural University.

The Committee was of the view that the post of Technical Assistant(Horticulture) in the pay scale of Rs.1400-2300/- belongs to a cadre separate to the Horticulturist Assistant of Central Agricultural University which is in the pay scale

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of Rs.1640-2900/- and hence, the pay uniformity cannot be recommended.

7. Extension of Sr.Technical Assistant's(Artist) pay scale of Aligarh Muslim University to the Carto Assistant of the University.

The Committee noted that the University had re-designated the post of Artist as Carto-Assistant in the core pay scale of Rs.1400-2300/-. The cadre of Carto-Assistant is distinct from the cadre of Sr.Technical Assistant which is in the pay scale of Rs.1640-2900/- and hence, the post of Carto-Assistant cannot be equated with the post of Sr.Technical Assistant. In view of this, the Committee resolved, that the request is not tenable.

8. Extension of pay in the scale of Rs.2000-3500/-to Junior Engineers under the one-upward movement scheme.

The Committee was apprised that the Junior Engineers have requested for the pay scale of Rs.2000-3500/- after completing 8 years of service in the J.E's grade pay scale of Rs.1400-2300/-under the one-upward movement scheme.

It was noted that in accordance with C.P.W.D. upgradation norms, the Junior Engineers of the University have been placed in the higher pay scale of Rs.1640-2900/- after completion of 5 years of service in their grade pay scale of Rs. 1400-2300/- on the approval of the Executive Council. The Junior Engineers will be eligible for upward scale of Rs.2000-3500/-if, they complete 8 years of satisfactory service in the pay scale of Rs. 1640-2900/-. In this regard, none of the Junior Engineers are eligible since, they have not completed 8 years service in the pay scale of Rs.1640-2900/- on or before 31.12.93.

Secondly, under the one-upward movement scheme, the upward scale will be in the next core pay scale of the cadre which is Rs.1640-2900/- and not Rs.2000-3500/-.

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In consideration above, the Committee resolved that the request for upward scale of Rs.2000-3500/- is not feasible, and it is recommended that all technical staff in the Engineering Wing be henceforth governed by CPWD norms.

9. Extension of Rs.1400-2300/- pay scale to Works Assistant under the One upward movement scheme.

The Committee examined the request of the Works Assistants for grant of upward pay scale of Rs.1400-2300/- from Rs.975-1540/- and noted that all the eligible Works Assistants covered under the upward movement scheme have been granted the pay scale of Rs.1320-2040/- which is the next core pay scale to Rs.975-1540/- and they have been rightly placed as such.

It was resolved that granting of pay scale of Rs.1400-2300/- by over lapping the pay scale of Rs.1320-2040/- from Rs.975-1540/- is not feasible.

10. Up-gradation of pay scale of Technical Assistants

The Committee was apprised that the Technical Assistant of NEHU/RSIC have requested for the pay scale of Rs.1640-2900/- at par with the Technical Assistants post available in Consortium of Education Communication, New Delhi.

It was noted that the prescribed core pay scale of Technical Assistants in the Central Universities is Rs.1400-2300/- and hence, it was RESOLVED that the pay parity with a similar post of an autonomous organisation at New Delhi is not feasible.

11. Up-gradation of pay scale of Laboratory Attendants.

The Committee was apprised that the Laboratory Attendants belongs to group 'D' service which is in the pay scale of Rs.800-1150/-. Under the one-upward scheme, the eligible Laboratory Attendants have been granted the next core pay scale in the group 'D' service which is in the scale of Rs.950-1400/-

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It was RESOLVED that their request for the pay scale of Rs.1320-2040/- attached to Sr.Laboratory Assistants of Group 'C' service cannot be acceded to.

12. One-upward movement/Up-gradation of pay scale of Senior Technical Assistants.

The Committee RESOLVED to defer the item for the next meeting to be held in June, 1996.

13. One-upward movement in the pay scale of Rs.1640-2900/- relating Carto Assistant.

The Committee examined the petition of Smt.D.J. Pyngrope, Carto Assistant requesting for extension of one-upward scale in the pay scale of Rs.2000-3500/- from Rs.1400-2300/- at par with the Sr.Technical Assistants.

It was noted that the appropriate core pay scale of Carto-Assistant is in the pay scale of Rs.1400-2300/- Smt.D.J.Pyngrope had already / given upward pay scale of / been Rs.1640-2900/- which is the next higher core pay scale of the cadre and hence, it was resolved that the request is not feasible.

14. Fitment of pay scales in the appropriate core pay scales

The Committee noted that in pursuance of the UGC's directives, all fitment of pay scales in the appropriate core pay scales needs to be implemented by the University concerned. This is a normal routine works of the Cadre Review Cell.

The Committee resolved that the University may not have to refer fitment cases to the Executive Council for approval since, the University will only be implementing norms of the University Grants Commission which are applicable to all Central Universities and hence, such cases may be cleared with the approval of the Vice-Chancellor as done in the past.

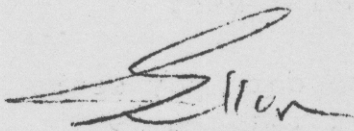
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16. Up-gradation of Post and Pay scale in respect of Computer Operator(Jr.).

The Committee RESOLVED to defer the item and to place the same in the next meeting in June, 1996.

The Committee did not consider the following listed cases as the same were outside the term of reference of the Committee:

1. Regularisation of Work charge Assistants.
2. Grant of normal increment.
3. Extension of Promotion.



Dr. A. Patson
Convenor



Prof. R. R. Mishra
Chairman

(xi) Problems arising out of engagement of Casual Labour.

No:EC:90:96:6:6:(xi): The Council considered the problems arising out of the engagement of the Casual Labourers and RESOLVED that:

1. All engagement of Casual Labourers should be routed through Establishment -I,
2. No engagement of casual labourers should exceed 89 days in all;
3. In case of exigency where the engagement may have to be more than 89 days, a fresh engagement by another person may be made for,
4. Wherever vacancies are available the existing deserving casual labourers may be regularised,
5. All casual labourers may be intimated of the conditions of service,
6. Henceforth, no additional appointment of casual labourers is to be made,
7. The same policy will be applicable to the Outlying Campuses also.

(xii) Counting of previous experience for placement of Lecturer under CAS.

No:EC:90:96:6:6:(xii): The Council considered the modification on the wording for amending the counting of previous experience for placement of Lecturers under CAS as intimated by the University Grants Commission and RESOLVED to approve the same.

(xiii) Up-gradation of Pay-scales of Senior Statistical Assistants and others.

No:EC:90:96:6:6:(xiii): The Council considered the recommendations of the Committee appointed by it to look into the upgradation of pay-scales of Senior Statistical Assistants and others and RESOLVED to accept the recommendations of the Committee except in the case of the One-Upward movement the cut-off date shall be 31.12.93 and also fitment of pay-

scales of complicated nature may be placed before the Council for approval. The Vice-Chancellor also placed on record his appreciation to the Committee for having resolved all the cases.

(xiv) Constitution of the Selection Committee for Group 'B' 'C' Posts-Modification thereof.

No;EC:90:96:6:6:(xiv): The Council considered the constitution of a common Selection Committee for Group 'B' and 'C' posts and RESOLVED that the Selection Committees may consist of the following:

1. Registrar/Dean of the School concerned - Chairman
(in case of Tech.posts).
2. Librarian Member
3. Finance Officer -do-
4. Controllor of Examinations -do-
5. Head of the Department concerned -do-
OR his nominee
(in case of Technical posts)
6. Deputy Registrar(Estt.I) or Deputy Registrar - Member-Secretary.
of the Campus concerned
(in case of post for the Campus).

(xv) Demand for a Common Seniority for Pachhunga University College Non-Teaching Staff.

No:EC:90:96:6:6:(xv): The Council considered the recommendations of the High Power Committee appointed to look into the demand for the Common Seniority between the Pachhunga University College Non-Teaching Staff and the University's Non-Teaching Staff and RESOLVED that a common seniority between the two is not feasible.