

6: 6: - Service condition/Financial & Other Benefits.

- (i) Consideration of Senior Scale to Dr. T. S. Basu Baul vis-à-vis extension of Career Advancement Scheme to the Scientific Officers/Senior Scientific Officer of RSIC

The Executive Council at its 120th meeting vide resolution No.EC:120:2004:6:6(ii) considered that the past service of Dr. T. S. B. Baul as Scientific Officer in RSIC may be counted for the purpose of granting him Career Advancement Scheme in the grade of Lecturer.

The Council also approved the benefit of Career Advancement Scheme as applicable to teachers may be granted to the Scientific Officers of RSIC.

In pursuance of the above decision of the Council, the case of Dr. Baul was examined keeping in view the regulation on counting of past service for the purpose of Career Advancement Scheme.

The Regulation on counting of past service for the purpose of Career Advancement Scheme as laid down under regulation RE-4 of the Ordinance of the University is reproduced below:

- a. That post was in an equivalent grade/scale of pay as the post of Lecturer.
- b. The qualifications for the post were not lower than the qualifications prescribed by UGC for the post of Lecturer.
- c. The Lecturers concerned possessed the minimum qualifications prescribed by UGC for appointment as Lecturer.
- d. The post was filled in accordance with the prescribed selection procedure as laid down by the University/State Government.
- e. The appointment was not adhoc or in a leave vacancy of less than one year duration.
- f. No distinction should be made with reference to the nature of management of the institution where previous service was rendered (Private/local body/Government) if the above criteria are satisfied.

In the instant case, it is found that the qualification prescribed for the post of Lecturer is comparatively higher than the Scientific Officer although Dr. Baul is a Ph.D degree holder. The qualifications prescribed for a Scientific Officer is M.Sc. plus 3 (three) years experience

However, the matter was further referred to the Legal Officer of the University for his comments/views. The views expressed by Legal Officer of the University is reproduced below:

“ The crux of problems arose in this case is determination as to whether Scientific Officer whose pay scale/grade is equivalent to that of Lecturer can be, like the latter, be extended the benefits provided under the Career Advancement Scheme. It may be stated that the pay scale alone is not the guiding factor or criteria for determining the status of the post or eligibility criteria but there are more important consideration particularly qualifications, experiences attached to the post. In the instant case, it is seen that the eligibility qualifications prescribed for the post of Lecturer is comparatively higher than those of Scientific Officer. Thus, the position of the Scientific Officer cannot be equated with that of Lecturer. Though Dr. Basu Baul is having Ph.D degree, otherwise, eligible to apply for the post of Lecturer. He will, however, get the benefits of Career Advancement Scheme on the due date after of joining the post of Lecturer in the Chemistry Department. He does not qualify for counting his service rendered in the post of Scientific Officer for placement in senior scale/selection grade provided under the C.A.S.

Incidentally, it is seen that the Executive Council in its Minutes of the 120th meeting held on 17.12.2004 has approved the past service of Dr. Baul as Scientific Officer to be counted for the purpose of granting him the benefit of CAS in the grade of Lecturer.

In view of what is stated above, Legal Cell is of the opinion that with a view of avoiding a precedent it is better to review the aforesaid Resolution of the E.C. for counting the service rendered in the post of Scientific Officer for the purpose of the benefits of CAS in the grade of Lecturer”.

In view of the above, it may be said that Dr. Baul cannot be given the benefit of his past service as Scientific Officer for the purpose of consideration of Senior Scale at Lecturer grade.

6:6:1(3)

In order to extend the benefit of CAS to Scientific Officers of RSIC, a reference was made to UGC for clarification vide Annexure-A. The UGC, in response, clarified that the Scientific Officers are to be considered under Assured Career Progression Scheme vide Annexure-'B'. In this connection, the Council may like to reconsider its decision adopted vide resolution No.EC:120:2004:6:6(ii).

The matter is submitted for consideration of the Council.

NORTH EASTERN HILL UNIVERSITY
MAWKYNROH:::UMSHING
SHILLONG:::793022

F.1-4/SCH/93- 754

Dated the 18th July, 2006.

To,

Dr.T.R.Kem,
Additional Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg,
New Delhi - 110002.

Subj: Clarification on promotional avenues for Scientific Officers in RSIC.

Sir,

I would make you kindly aware that there are a number of Scientific Officers working in RSIC in the pay scale of Rs.8000-13,500/- for quite sometime without having any promotional avenues in the University and accordingly the affected incumbents have impressed upon the University to formulate and make some promotional avenues for them. The next senior post is Senior Scientific Officers which have the same pay scale as Readers. Beyond that one has the erstwhile Principal Scientific Officers or in the specific RSIC case a post of Professor.

The qualification of the Scientific Officers is M.Sc. plus three years experience. Depending on the requirement, some typical qualifications sought were:-

- (i) **Scientific Officer (FT-NMR)** : M.Sc. or equivalent in any branch of science/B.E(Electronic) with minimum three years hands-on experience in the operation and maintenance of FT-NMR Machine. Job Requirement: Operation and general maintenance of FT-NMR Machine.
- (ii) **Scientific Officer (LC-MS)**: M.Sc. or equivalent in any branch of science with minimum three years hands-on experience in the operation of HPLC. Desirable : working experience in the operation of LC-MS. Job Requirement: Operation and general maintenance of LC-MS.

The Scientific Officers have been given increment for Ph.D award , similar to teachers. They are not considered teachers and perhaps the closest parity would be of Technical Officers in USIC. In the absence of any UGC guidelines ,we are unable to decide the promotional avenues to be extended to such Scientific Officers.

P.T.O

6:6:1(5)

In view of the above, I am to request you to kindly examine the matter and to provide us with the guidelines, if any, considered by the Commission for the said purpose or otherwise. It may kindly be clarified as to whether Assured Career Progression Scheme can be extended to the Scientific Officers since they are considered to be isolated post.

Looking forward to your early response.

Thanking you,

Yours faithfully,



(D.T.Khathing)
Registrar.

o/c

6:6:1(6)

23236735/ 23239437/23235733 23232701
23237721/ 23232317/23234116/ 23236351



ANNEXURE - 'B'
UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110002

All communications should be addressed to
the Secretary by designation and not by name

विश्वविद्यालय अनुदान आयोग
बहादुरशाह जफर मार्ग
नई दिल्ली - 110 002

संख्या

No.31-26/98 (CU/JCRC)

October, 2006

The Registrar,
North Eastern Hill University
NEHU Campus
Shillong-793 022.

23 OCT 2006

Subject:- Clarification on promotional avenues for Scientific Officers in RSIC.

Sir,

With reference to your letter No.F.1-4/SCH/93-754 dated 18th July, 2006 on the subject mentioned above, I am directed to request you to furnish the details of Scientific Officer(s) in the prescribed format (enclosed) for consideration under the ACP Scheme alongwith the Cadre Recruitment Rules of Scientific Officer as well as approval letter for the post of Scientific Officer.

You are also requested to furnish the background note with reference to the approval of these positions and complete cadre structure.

Yours faithfully,

(M.S. Yadav)
Coordinator

Encl.: As above

is
For
1.11.2006
Dr. / [Signature]
A.O. EMD P. [Signature] 1/11/06
A copy of the same may also
we send to S.O. (Clerk).
[Signature] 2/11/06

Individual employee details for consideration under ACP Scheme

1.	Name of the Employee			
2.	Date of Birth			
3.	Present designation/Scale of Pay			
4.	Category of the posts (Group B,C,D, or Group A)			
5.	If Group A Post, Is it an isolated post Yes/No			
6.	Financial upgradation/promotions availed from time to time in chronological order since the date of the first appointment in the University till the present status			
	Sl. No.	Name of the Post	Scale of Pay	Date of Joining
				Whether direct recruitment or promotion
7.	Total regular service from: a) the date of first appointment : b) the date of direct recruitment :			
8.	No. of promotions/upgradations already received to be adjusted against ACP			
9.	No. of upgradations due after adjusting the promotions/upgradations already received			
10.	Is it a cadre post (say Yes/No) (If yes indicate the hierarchy of the cadre as under):			Name of the Post
				Scale of Pay
11.	Scale of pay proposed to be given under ACP Scheme			
12.	Qualification prescribed for the post that is proposed to be given as per cadre if it is a cadre post			
13.	Qualification prescribed for the similar post that is proposed to be given in cadre of isolated categories of posts.			
14.	Qualification of the present incumbent			

(Signature of the Registrar
or Appropriate Authority)

(iv) Recommendation of the Departmental Promotion Committee

EC:128:2007:6:1:(iv): The Council considered the recommendation of the Departmental Promotion Committee and **RESOLVED** to approve the placement of Smti. LD Nalle, Assistant Registrar, in the Senior Scale under Career Advancement Scheme.

**6:2: Appointment/Creation/Up-gradation of post/Confirmation/
Extension/Option/Transfer/Release/Termination etc.**

(i) Appointment of Finance Officer.

EC:128:2007:6:2:(i): The Council considered the candidature of Shri Purna Chandra Majhi and recommendation of the interaction meeting with Visitor's Nominee, Vice-Chancellor and him, and **RESOLVED** to appoint Shri Purna Chandra Majhi as the Finance Officer of the University on deputation initially for a period of three years. .

6:4:Disciplines:

(i) Case of Shri. X.P.Mao, Lecturer, Department of Philosophy.

EC:128:2007:6:4:(i): The Council **reviewed** the case of Shri. XP Mao, Lecturer, Department of Philosophy and **RESOLVED** that Shri Mao's increment be revived and payment of arrears be kept in abeyance. The Council also **RESOLVED** that henceforth the penalties imposed debarring his membership of any Statutory Body of the University for five years and consideration of higher position either under CAS or through direct recruitment be withdrawn and be governed as per NEHU existing Rules.

The Council further **RESOLVED** that an Advisory Committee to the Vice-Chancellor be constituted as per list given below:

- 1.A Former Judge
- 2.An educationist
- 3.A retired IAS Officer / Administrator.

6:6:Service condition/Financial & Other Benefits:

**(i) Consideration of senior Scale to Dr.T.S.Basu Baul
vis-à-vis extension of Career Advancement Scheme
to the Scientific Officers/Senior Scientific Officer of RSIC.**

EC:128:2007:6:6:(i): The Council considered the case of Dr.T.S.Basu Baul and **RESOLVED** to count the past services of Dr.TS Basu Baul as Scientific Officer at RSIC for the purpose of considering him under Career Advancement Scheme in the grade of Lecturer.

The Council noted the clarification received from UGC that Scientific Officers of RSIC be considered under Assured Career Progression Scheme and **RESOLVED** to approve the same.

(ii) Career Advancement Scheme (CAS) for Assistant Librarian/College Librarian / Asstt. Director of Physical Education / College Director of Physical Education- Enhancement of Superannuation age.

EC:128:2007:6:6:(ii): The Council considered the Career Advancement Scheme (CAS) for Assistant Librarian / College Librarian / Asstt. Director of Physical Education / College Director of Physical Education on enhancement of superannuation age as per UGC revised guidelines and **RESOLVED** to approve the enhancement of superannuation age from 60 years to 62 years effective from 19th October, 2006 in respect of the case of Shri KK Das, Assistant Librarian. The Council also **RESOLVED** that the relevant Ordinance be amended.

6:7: Others:

(i) Amendment of the By-Laws of the Record Management Committee.

EC:128:2007:6:7:(i): The Council considered the amendment of the By-Laws of the Record Management Committee and **RESOLVED** to approve the same. The Council also **RESOLVED** to include Public Information Officer of the University as a Member.

(ii) Minutes of the Management Committee for setting up of petrol pump.

EC:128:2007:6:7:(ii): The Council considered to accept the establishment of a petrol pump on the Campus. The Council further **RESOLVED** that the modalities permitted by IOC on the management be explored further and a more detailed report on the management proposal be submitted for consideration. The Council **RESOLVED** that expenditure could be met from the Head-Other-Capital Items.