

The West Bengal National University of Juridical Sciences



AGENDA NOTES FOR THE 28<sup>th</sup> MEETING OF THE

EXECUTIVE COUNCIL

TO BE HELD ON 22<sup>nd</sup> FEBRUARY 2009 AT 12:00 Noon.

AT DR.AMBEDKAR BHAVAN, SALT LAKE,  
KOLKATA

**W.B National University of Juridical Sciences**  
**Dr. Ambedkar Bhavan**  
**Salt Lake, Kolkata**

**28<sup>th</sup> MEETING OF THE EXECUTIVE COUNCIL**

**22<sup>nd</sup> FEBRUARY, 2009 AT 12: 00 Noon**

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**The W.B. National University of Juridical Sciences**

**Dr. Ambedkar Bhavan**

**Salt Lake, Kolkata**

**28<sup>th</sup> Meeting of the Executive Council**

**22<sup>nd</sup> February, 2009**

**AGENDA NOTES**

Agenda Item No. 1      Confirmation of the Minutes of the 27<sup>th</sup> Meeting of the  
Executive Council held on 23<sup>rd</sup> August, 2008.

Minutes of the 27<sup>th</sup> Meeting of the Executive Council of NUJS held on 23<sup>rd</sup> August,  
2008 are enclosed as **Annexure 1A** for confirmation.

**W. B. NATIONAL UNIVERSITY OF JURIDICAL SCIENCES**  
**Dr. Ambedkar Bhavan**  
**Salt lake, Kolkata**

**Minutes of the Twenty-seventh Meeting of the Executive Council of**  
**W.B. National University of Juridical Sciences**  
**Held on Saturday, 23 August, 2008**  
**At Dr. Ambedkar Bhavan, Salt lake, Kolkata.**

The Twenty-seventh Meeting of the Executive Council was held on Saturday, 23 August, 2008 at Dr. Ambedkar Bhavan, Salt lake, Kolkata. Following Members were present :-

1. Hon'ble Mr. Justice S.B. Sinha  
Judge, Supreme Court of India, New Delhi.
2. Hon'ble Mr. Justice Chittatosh Mookerjee  
Former Chief Justice of Calcutta & Bombay High Courts,  
Kolkata.
3. Hon'ble Mr. Justice P.C. Ghose  
Judge, Calcutta High Court, Kolkata
4. Prof. M.P. Singh  
Vice Chancellor and Chairman, Executive Council  
NUJS, Kolkata.
5. Mr. K.K. Venugopal  
Senior Advocate  
Supreme Court of India  
New Delhi
6. Mr. Dipankar P. Gupta  
Senior Advocate  
Supreme Court of India  
New Delhi
7. Mr. Nisith Adhikary  
Additional Advocate General  
West Bengal
8. Mr. R.N. Dutta  
Former Sheriff  
Calcutta
9. Mr. Prasad Ranjan Ray  
Principal Secretary to the  
Govt. of West Bengal  
Higher Education Department.



10. Mr. A. Roy.  
Secretary to the Government of West Bengal,  
Judicial Department.  
Kolkata

11. Mr. Nandan Nawn  
Lecturer in Economics,  
WBNUJS, Kolkata.

12. Mr. Anirban Mazumder  
Lecturer in Law  
WBNUJS, Kolkata

Mr. N. Konar, Registrar, WBNUJS & Ex-Officio Secretary to the Council was also present.

Hon'ble Mrs. Justice Ruma Pal, Former Judge, Supreme Court of India and Professor, Ford Chair, CHRCS, WBNUJS, Kolkata, Member, Hon'ble Mr. Balai Chandra Ray, Advocate General, West Bengal, Member, Hon'ble Mr. Rabilal Maitra Minister in Charge, Law and Judicial Department, Govt. of West Bengal, Member, Professor T.K. Oommen, Emeritus Professor, School of Social Systems, Jawaharlal Nehru University, New Delhi, Member, Mr. Samar Ghosh, Principal Secretary to the Govt. of West Bengal, Finance Department, Member, Prof. P. Balaram, Director, IISc., Bangalore could not attend the meeting due to preoccupations.

# The West Bengal National University of Juridical Sciences

## Minutes of the 27<sup>th</sup> Meeting of the Executive Council of WBNUJS held on Saturday, 23 August, 2008.

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
1.	Confirmation of the minutes of the 26 <sup>th</sup> Meeting of the Executive Council held on 15 <sup>th</sup> March	<p>The meeting started with the Vice Chancellor welcoming Honourable Mr. Justice P.C. Ghose and Mr. Dipankar Gupta.</p> <p>The Minutes of the 26<sup>th</sup> Meeting of the Executive Council held on 15<sup>th</sup> March 2008 were confirmed with the following observations: The University should request the Chief Justice of India to convene a meeting of the vice Chancellors/Directors of the National Law Universities in regard to common issues like revision of fees, non availability of faculty, common academic sessions, etc.</p>	The V.C wrote to the CJI who held a meeting of the V.C 's /Director's on 31/1/2009.
2.	Ratification of the minutes of the 22 <sup>nd</sup> , 23 <sup>rd</sup> , 24 <sup>th</sup> and 25 <sup>th</sup> Meetings of the Standing Committee held on 1 <sup>st</sup> March 2008, 12 <sup>th</sup> April 2008, 17 <sup>th</sup> May 2008 and 21 <sup>st</sup> June 2008 respectively	<p>The Executive Council ratified the minutes of the 22, 23, 24 and 25 meetings of the Standing Committee held on 1/3/2008, 12/4/2008, 17/5/2008 and 21/6/2008 respectively with the following observations:</p> <p>The Executive Council observed that the University should take necessary steps to protect the IP address in the Library in relation to access to online sites like "Westlaw", etc from misuse. The Executive Council also observed that the internet connection in the Library should be upgraded and in this regard it sanctioned an amount of Rs.25000/- . It also observed that M/s. Ernet will be commencing work on the University Campus networking and the University should ensure that the work is done immediately and payments may be made on a phase wise manner according to the University budgetary allocation.</p> <p>Mr. Dipankar Gupta, Member, General Council and Executive Council observed that the vacant rooms in the various centers and schools of the University need to be furnished. In this regard, Mr. Gupta offered to donate an amount to the University for renovating and furnishing the library and rooms of the Centre for Human Rights and Citizenship Studies in the University.</p>	<p>Necessary steps have been taken and M/s. Ernet is likely to start work soon.</p> <p>Mr. Gupta donated Rs.10 Lakhs for the furnishings, equipments and airconditioning of CHRCs. The work for this has been undertaken.</p>

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
		<p>The members of the Executive Council received a copy of a letter addressed to Hon'ble Mr. Justice S.B. Sinha from the Students Juridical Association of the University in regard to various upgrading of infrastructural facilities at the University. In this regard, the Executive Council observed that the University may hold meetings with the Students General body at least once in an academic year to address the problems of the students. It also directed the University to immediately start work on the University auditorium. The Executive Council also sanctioned an amount of Rs.3 Lakhs for the construction of the University Gymnasium and Rs.4 Lakhs for the construction of outdoor playgrounds. The Executive Council also authorised the Vice Chancellor to outsource appointment of a Physical Instructor as and when a Physical Instructor's services are required.</p> <p>The Executive Council also observed that the University may create a "Grievance Cell" for addressing the problems of the students and employees of the University. It also suggested that the Executive Council should consider the possibility of meeting more frequently on quarterly basis.</p>	<p>The V.C. meets the General Body of the students from time to time. The Gymnasium has been constructed and Common Rooms in the Hostels have been furnished. The Auditorium is almost ready for use and the 3<sup>rd</sup> Convocation was held in it on 1/2/2009.</p>

Sl. No.	Agenda Item.	Resolution	Remarks/Action Taken
3.	Tenure of Professor M.P.Singh, Vice Chancellor, WBNUJS.	<p>Professor M.P.Singh has a tenure of two years with the University. Professor Singh joined the University in December 2006 as Vice Chancellor</p> <p><b><u>RESOLUTION</u></b></p> <p>The Executive Council approved the extension of the tenure of Professor M.P.Singh for a further period of three years under the existing terms and conditions.</p> <p>The Executive Council also noted that Professor M.P.Singh has been appointed as a Visiting Professor for a period of three years at Renmin University Of China, Beijing.</p>	Letter to that effect has been issued.

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
4.	Selection Committee for the selection of Registrar	<p>Mr.Chittadip Bandyopadhyay, Registrar, WBNUJS was relieved from the University on 30/4/2008. Mr.N.Konar, Coordinator of the School of Legal Practice and Development is currently officiating as the Registrar of the University. The University is going to seek applications to the post of Registrar by public advertisement</p> <p>The following are the terms of appointment of the Registrar:</p> <ol style="list-style-type: none"> <li>The Executive Council shall approve panel(s) of experts for various appointments from which the vice Chancellor shall nominate two persons on the Selection Committee. The Registrar shall be appointed by the Executive Council based on the recommendations of a Selection Committee consisting of the Vice Chancellor as Chairman and two experts from outside the University nominated by the Vice Chancellor from among a panel of names approved by the Executive Council as members.</li> <li>The Selection Committee, after considering the applications of all eligible candidates received in response to the advertisement for the post ,shall submit a panel of not more than three persons suitable for the post from out of whom the Executive Council shall appoint one as the Registrar either on a permanent basis or for a specified term of not less than 5 years at a time.</li> <li>The post of Registrar shall carry the same pay scale as in the case of a professor in the University.</li> </ol> <p>In the 8<sup>th</sup> meeting of the Executive Council dated 13/4/2002(Agenda Item No:4),the Executive Council had directed that the Registrar should be selected through advertisement and open selection by a Selection Committee constituted by the Vice Chancellor with himself as the Chairman, a nominee of the Executive Council as member and an expert in educational administration nominated from a panel of names approved by the Executive Council as member. The Selection Committee thus constituted should recommend a panel of at least two names to the Executive Council from whom the Council may choose one for appointment.</p> <p><b>RESOLUTION</b></p> <p>The Executive Council observed that the University should follow the regulations for appointment of the Registrar. It also constituted a Selection Committee with the following members :</p> <ol style="list-style-type: none"> <li>Prof.Dr.M.P.Singh,Chairperson</li> <li>Prof.D.Chattopadhyay,Pro-Vice Chancellor(Academic),University of Calcutta.</li> </ol>	

		c.Mr.Rahul Mitra,Price Waterhouse Coopers Ltd. d.Director, Indian Institute of Management ,Calcutta or his nominee.	Selection Committee has <sup>now</sup> then met and recommended a panel.
5.	Revised Estimates 2008-09 and Budget Estimates 2009-10.	The Revised Estimates 2008-09 and Budget Estimate were prepared and placed.  <b><u>RESOLUTION</u></b>  The Executive Council recommended that the budget proposals be placed before the General Council for consideration with the observation that provision for Rs.7 Lakhs may be made for the proposed expenditure to be incurred for the construction of the Gymnasium and Outdoor playgrounds in the University.	
6.	Audited Annual Accounts 2007-08 and Auditors Report.	The annual accounts of the University for the year 2007-2008 have been duly audited by the statutory auditors M/s D.P. Sen & Company, Kolkata. The auditors' report which is unqualified, along with the annual accounts was placed for consideration.  <b><u>RESOLUTION</u></b>  The Executive Council noted that the auditor's report on the accounts of the University for the year 2007-2008 was unqualified. It directed that the report together with the annual accounts 2007-2008 be placed before the General Council for consideration.	As directed,the matter was placed in the General Council meeting.
7.	Annual Report of the University for the period 2007-2008	A draft Annual Report for the period of 2007-2008 was prepared for consideration.  <b><u>RESOLUTION</u></b>  The Vice Chancellor informed the Executive Council about the laudable achievements of the students during the year under report. The Executive Council noted them with appreciation and directed that the report be placed before the General Council for consideration and direction.	As directed, the matter was placed in the General Council meeting.

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
8.	UGC Regulation on minimum qualification for appointment & Career Advancement of Lecturers, Readers & Professors in the University	<p>The University proposes to implement the revised UGC regulations for the appointment and Career Advancement Scheme of Lecturers, Readers and Professors. Details of regulations regarding qualification for the appointment and Career advancement were placed.</p> <p>The matter was also placed in the 12<sup>th</sup> meeting of the Academic Council dated 26/7/2008. The Academic Council had recommended the implementation of the UGC regulations.</p> <p><b>RESOLUTION</b> The Executive Council approved the proposal for implementing the revised UGC regulations for the appointment and Career Advancement Scheme of Lecturers, Readers and Professors. The Executive Council observed that the implementation of the scheme may be done from the date of joining of the teachers. However, eligibility/claim for implementation may be done on a case to case basis by the Standing Committee on the report of the Vice Chancellor.</p>	
9.	Report of the Committee formed for review of job content and career progression for the administrative staff working in the University.	<p>The matter arises out of the 23 meeting of the Standing Committee dated 12<sup>th</sup> April 2008.</p> <p>The Standing Committee had recommended that a review of the job content of the administrative staff including prospects of promotion be undertaken. In this regard the University had proposed to form a committee for reviewing the job content of the Administrative staff and also for proposing a career advancement scheme.</p> <p>The Standing Committee had accepted the proposal and recommended that a Committee may be formed by the Vice Chancellor under the Chairmanship of Mr. Satrajit Chaudhuri, Permanent Invitee to the Standing Committee.</p> <p>Accordingly, a committee was formed by the University under the chairmanship of Mr. Satrajit Chaudhuri with the following members:</p>	

		<p>1. Mr.N.Konar, Member 2. Mr.A.Mazumder, Member 3. Mr.S.Guha, Member-Secretary</p> <p>The Committee submitted an initial report which was placed.The Standing Committee had directed that that the matter may be placed in the next meeting of the Executive Council along with the report received from the Indian Institute of Psychometry, who are to make an assessment of personnel in regard to all existing sections of the University in relation to the existing work in the University. The Indian Institute of Psychometry has written to the University expressing their inability to undertake the work.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Executive Council deferred the matter.</p> <p>The matter arises from the 24<sup>th</sup> meeting of the Standing Committee dated : 17/5/2008.(Agenda Item No:8)</p> <p>In terms of clause 24(2) of the Schedule of the WBNUJS Act, 1999, annual accounts of the University shall be audited by the statutory auditors appointed by the Executive Council. M/S D.P. Sen &amp; Co. 22 Ashutosh Chowdhury Avenue, 2<sup>nd</sup> Floor, Flat No. 22, Kolkata – 700 019 was appointed statutory auditors by resolution dated 18/9/2005 of the Executive Council (Agenda item No 10 of 20<sup>th</sup> Meeting Annexure 8A) for three years, to cover audit of accounts of 2005-06 to 2007-08.</p> <p>The Standing Committee directed that the University may reappoint the existing auditor's M/s.D.P.Sen &amp; Co. for a further term of three years under the existing terms and conditions and recommended the matter to the Executive Council for approval.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Executive Council approved the reappointment of M/s.D.P.Sen &amp; Co. for a further term of three years from 2008-09 to 2010-2011.</p>	
10.	Appointment of Statutory Auditors		



Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
11.	Increase in Adjustable Hostel Deposit.	<p>The matter arises from the 24<sup>th</sup> meeting of the Standing Committee dated : 17/5/2008.(Agenda Item No:9).</p> <p>In order to ensure timely settlement of hostel dues by the students, it was decided in the 12<sup>th</sup> meeting of the Standing committee dated 2/9/2006 that the University will realise in advance a sum of Rs. 10,000/- (Ten Thousand only) per student per semester. The bills of the students for Mess, Electricity and Cyber usage in the hostel would be submitted by the respective Students' Committee to the University for settlement by adjustment of the deposits made. The balance amount remaining in individual account is refunded to each at the end of the semester. This system has been working since Winter Semester 2006. It has been noticed that the bills payable by students during the Winter Semester 2007 exceeded Rs. 10,000/- (Ten Thousand only) thereby affecting the adjustment of dues in time. Due to hike in the bills, this is likely to continue. It is therefore proposed to increase the amount of adjustable deposit from Rs. 10,000 to Rs. 12,500/- per semester. This may be made effective from Winter Semester 2008. The Standing Committee had accepted the proposal of increasing the amount of adjustable deposit from Rs.10000/- to Rs.12500/- per semester from the Winter Semester 2008 and recommended the matter to the Executive Council for approval.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Executive Council approved the proposal for increase in the adjustable deposit from Rs.10000/- to Rs.12500/- per semester with effect from the winter semester.</p>	

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
12.	Report of the Committee constituted to revise the existing rules and regulations of the University to implement the decisions of the Executive Council in its meeting dated 15/3/2008.	<p>In the matter of terms of service of employees, it was felt that a uniform policy should be followed. The Executive Council in its 25<sup>th</sup> meeting dated : 15/9/2007 accordingly directed that a Committee be formed to review the current terms of service being followed by the University with the following members:</p> <ol style="list-style-type: none"> <li>1. Prof(Dr.)M.P.Singh – Chairperson</li> <li>2. Hon'ble Mr.Justice Chittatosh Mookerjee</li> <li>3. Prof.T.K.Oommen</li> <li>4. Mr.Nandan Nawn</li> </ol> <p>The Committee had its meeting and formulated a report, which was placed in the 26<sup>th</sup> meeting of the Executive Council dated 15/3/2008.The Executive Council approved the report of the committee with the observation that the existing rules and regulations may be examined for any change in this regard.</p> <p>Subsequently , the University formed a Committee for examining the existing terms and regulations of the University in regard to implementation of the report with the following members:</p> <ol style="list-style-type: none"> <li>1.Mr.Satrajit Chaudhuri, Permanent Invitee to the Standing Committee, Chairman</li> <li>2.Mr.N.Nawn .</li> <li>3.Mr.S.Guha</li> </ol> <p>The report of the committee was placed.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Executive Council approved the recommendations made by the committee.</p>	

13.	Creation of the post of Librarian	<p>The matter arises out of the 25<sup>th</sup> meeting of the Standing Committee dated 21/6/2008.(Agenda Item No.5).The Standing Committee had observed that the University requires recruiting a full time Librarian and accordingly, the University proposes to create the post of "Librarian" for the Library. Currently, the University has only an Assistant Librarian .The Librarian is to be recruited by way of open advertisement in the pay scale of Rs. 16400-450-22400 and on the recommendation of a Selection Committee duly constituted with the approval of the Executive Council.</p> <p>The following are the terms of appointment of the Librarian:</p> <p>The Librarian shall be a whole time officer of the University in the scale of a Professor.</p> <p>The Librarian shall be appointed by the Executive Council based on the recommendations of a Selection Committee consisting of the Vice Chancellor as Chairman, with two experts from outside the University nominated by the Vice Chancellor from out of a panel approved by the Executive Council.</p> <p>Selection Committee, after considering the applications of all eligible candidates received in response to the advertisement for the post ,shall submit a panel of not more than three persons suitable for the post, one of whom shall be appointed by the Executive Council.</p> <p>The Librarian will have the following essential qualifications: (1): A Master's Degree in Library Sciences from a recognised University or its equivalent. (2) Ten years of experience in management of a library in an automated environment.(3) The candidate must be between 35 to 65 years of age. The incumbent should also preferably be a Law graduate.</p>	
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		<p>It is also desirable that the incumbent has also got the following expertise : (1) should have a strong background in Library systems management and should be highly proficient in computerized library management systems preferably in Legal institutions.(2.) Should also possess sound knowledge of prevalent national standards, statutory provisions and good practices with respect to Library management &amp; relevant MIS, ERP solutions.</p> <p>Provision for this may be made in the revised budget estimates 2008-09 for an initial expenditure of Rs.536000/- (approximate) per annum under Salary A/C.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Executive Council approved the proposal for creation of a post of Librarian and also authorized the Vice Chancellor to form a Selection Committee for the selection of the Librarian.</p>	<p>Appropriate action has been taken.</p>
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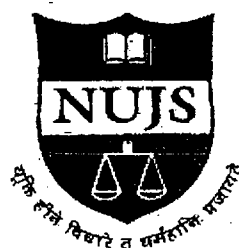
Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
14.	Proposed draft of University Leave Rules.	<p>The Matter arises out of the 21<sup>st</sup> meeting of the Standing Committee dated 14/12/2007. The Standing Committee had directed that draft Leave Rules be prepared and placed before the Executive Council.</p> <p>A proposed draft of University Leave Rules was prepared and placed.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Executive Council directed that the draft "Leave Rules" may be examined by the Standing Committee and recommended to the Executive Council for consideration.</p>	<p>The Standing Committee has appointed a committee headed by Hon'ble Mr. Justice Chittatosh Mookerjee to examine and finalise the "Leave Rules"</p>
15.	Convocation 2008.	<p>The University is to make necessary arrangements in regard to the third Convocation for its fourth batch which passed out in April 2008. In this regard the University has kept a provision of Rs.500000/- in the Budget Estimates 2008-09. The University had an approximate expenditure of Rs.3.22 Lakhs (Approximately) on account of the Second Convocation.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Executive Council directed that the University should request the Chancellor to give a suitable date for hosting the Convocation sometime in January/February 2009.</p>	<p>Third Convocation was held on 1/2/2009.</p>

16.	Formation of a Planning Board.	<p>The matter arises out of the 26<sup>th</sup> meeting of the Executive Council dated 15/3/2008.</p> <p>The Executive Council in the meeting had authorised the Vice Chancellor to form a Planning Board for the preparation of a vision document/statement of the University.</p> <p>Accordingly, the Vice Chancellor has formed a Planning Board with the following members:</p> <ol style="list-style-type: none"> <li>1. Vice Chancellor, WBNUJS – Chairman</li> <li>2. Hon'ble Mr. Justice Chittatosh Mookerjee, Chairman, Finance Committee – Member</li> <li>3. Hon'ble Mrs. Justice Ruma Pal – Member</li> <li>4. Secretary to the Government of West Bengal, Judicial Department – Member.</li> <li>5. Mr. R.N. Dutta, Member, Executive Council – Member</li> </ol> <p>Mr. N. Nawn, Lecturer in Economics, WBNUJS may act as a Secretary to the Committee.</p> <p>The matter was also reported in the 23<sup>rd</sup> meeting of the Standing Committee dated 12/4/2008.(Agenda Item No.11).</p> <p><b><u>RESOLUTION</u></b></p> <p>The Executive Council noted the matter.</p>	<p>The Vice Chancellor has nominated Prof. Amit Jyoti Sen, Faculty of Behavioural Sciences, Indian Institute of Management, Calcutta to the "Planning Board". The Registrar has been nominated as ex officio member to the "Planning Board".</p> <p>Two members of the University Faculty has also been nominated to the "Planning Board" – Ms.R.Goswami,Lecturer(Sociology) and Ms.J.Joseph,Lecturer(Law).</p>
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**Agenda Item No:2**

**Ratification of the minutes of the 26<sup>th</sup>, 27<sup>th</sup>, 28<sup>th</sup> and 29<sup>th</sup> Meetings of the Standing Committee held on 2 August 2008, 27<sup>th</sup> September 2008, 1<sup>st</sup> November 2008 and 2<sup>nd</sup> December 2008 respectively.**

The minutes of the 26<sup>th</sup>, 27<sup>th</sup>, 28<sup>th</sup> and 29<sup>th</sup> Meetings of the Standing Committee held on 2 August 2008, 27<sup>th</sup> September 2008, 1<sup>st</sup> November 2008 and 2<sup>nd</sup> December 2008 respectively are enclosed in Annexure 2A for ratification.



**THE WEST BENGAL NATIONAL UNIVERSITY OF JURIDICAL  
SCIENCES**

**MINUTES OF THE 26<sup>th</sup> MEETING OF THE**

**STANDING COMMITTEE**

**HELD ON 2 AUGUST 2008**



# **THE W. B. NATIONAL UNIVERSITY OF JURIDICAL SCIENCES**

**Dr. Ambedkar Bhavan**

**Salt lake, Kolkata**

## **Minutes of the Twenty-sixth Meeting of the Standing Committee**

**The W.B. National University of Juridical Sciences**

**Held on 2 August 2008**

**At Dr. Ambedkar Bhavan, Salt lake, Kolkata.**

The Twenty-sixth Meeting of the Standing Committee was held on 2 August 2008 in Dr. Ambedkar Bhavan, Salt Lake, Kolkata. Following members were present:-

1. Prof. (Dr.) M. P. Singh, Chairman  
Vice Chancellor, WBNUJS
2. Hon'ble Mr. Justice Chittatosh Mookerjee, Member  
Former Chief Justice of Calcutta & Bombay High Courts, Kolkata.
3. Hon'ble Mrs. Justice Ruma Pal, Special Invitee  
Former Judge of Supreme Court of India  
Kolkata
4. Mr. Nisith Adhikary, Member,  
Additional Advocate General,  
West Bengal.
5. Mr. A.K. Roy, Member,  
Secretary to the Govt. of West Bengal,  
Judicial Department
6. Mr. Satrajit Chaudhuri, Permanent Invitee  
Ombudsman, Insurance Regulatory Authority
7. Mr. R.N. Dutta, Special Invitee  
Member, Executive Council, WBNUJS
8. Mr. Anirban Mazumder, Member  
Lecturer in Law, WBNUJS.
9. Mr. Nandan Nawn, Member  
Lecturer in Economics, WBNUJS.

Mr. Niharendu Konar, Registrar, WBNUJS was also present as the Ex-Officio Secretary to the Committee.

Hon'ble Mr. Justice P.C. Ghose, Member Judge, Calcutta High Court, Mr. Balai Chandra Ray, Member, Advocate General, West Bengal, Dr. Tapas Banerjee, Sr. Advocate, Calcutta High Court, Member, Mr. D.C. Chakroborty, Jt. Secretary, Higher Education, Government of West

Bengal , Principal Secretary, Finance Department, Govt. of West Bengal, Member could not attend the meeting due to preoccupations.

# The West Bengal National University of Juridical Sciences

## Minutes of the 26<sup>th</sup> Meeting of the Standing Committee of WBNUJS held on Saturday, 2<sup>nd</sup> August 2008.

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
1.	Confirmation of the minutes of the 25 <sup>th</sup> Meeting of the Standing Committee held on 21 June 2008.	<p>The Minutes of the 25<sup>th</sup> Meeting of the Standing Committee held on 21 June 2008 were confirmed with the following observation/direction:</p> <p>In regard to Agenda Item No:3, Point .O should read as:</p> <p style="padding-left: 40px;">Point O. should read as "RETURN POLICY. Upon expiration of the term of this agreement, the User shall return the computer, all related equipment and all software to the WBNUJS. The responsible administrator shall promptly check in all equipment. A Laptop User Agreement Form must be completed for the WBNUJS to consider the equipment returned. If the User does not return the Laptop by the expiration date <i>or on discontinuation/ resignation/ termination which ever is earlier</i>, the User's salary or any monies owed by the WBNUJS may be withheld <i>without prejudice to any other prescribed law available to the User</i>, until all equipment is returned."</p>	
2.	Requirement of staff in the Centre for Human Rights and Citizenship Studies	<p>The University has recently received a letter from Honourable Mrs.Justice Ruma Pal Former Judge, Supreme Court of India and Professor, Ford Foundation Chair on Human Rights in the Centre for Human Rights and Citizenship Studies at the University regarding the lack of infrastructure in terms of personnel and research facilities in the Centre. She has also recommended appointment of Ms.Payel Rai Chaudhury as a Lecturer on ad hoc basis.The Ford Grant of USD 250000 does not ordinarily provide for support staff. Keeping in view the express need of a Researcher to be associated with the Chair Professor, remuneration of Ms.Payel Rai Chaudhury is being borne out of the Grant. She is currently drawing a salary of Rs.10000/-(consolidated) per month and is on a one year contract with effect from 18/11/2007.However, proceeds of the Ford Corpus Fund is too meagre to take care of full pay and allowances of a Lecturer. Need for providing appropriate and adequate manpower at the CHRCS, an integral part of the University, is a functional priority. Hence, subject to creation of a suitable post, the University may consider the recommendation of the Ford Chair Professor for appointing Ms.Payel Rai Chaudhury as a Lecturer on ad hoc basis for a limited period to begin with. In that event her salary will have to be paid out of the University fund.</p>	

		<p>In regard to support staff like the services of a Data Entry Operator and Attendant, the University has recruited an Attendant and Data Entry Operator for the centre. Their services are currently being shared between the Centre and a School of the University.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee deferred the matter with the direction that the University may place the report of the "Selection Committee" in regard to Ms. Payel Rai Chaudhury in the next meeting of the Standing Committee for its consideration.</p>	<p>Accordingly, the matter has been processed</p>
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Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
3.	Purchase of Maruti SX 4 ZXi for the use of the Vice Chancellor	<p>The matter arises out of the 25<sup>th</sup> meeting of the Standing Committee (Agenda Item No:2) As directed, the Standing Committee had directed that the University can explore the possibility of buying a Maruti "Dzire". However, it has been learnt that "Dzire" being a newly launched vehicle is not readily available and there is a long period of waiting from the date of booking upto a maximum of three months. Subsequently, the University decided to buy a Maruti SX4 ZXi vehicle for the use of the Vice Chancellor. Quotations were obtained from M/s. Machino Techo Sales Ltd, M/s. Jalan Distributors and M/s Dewars Garage; dealers of Maruti cars in Kolkata and accordingly tabulated. The best offer was given by M/s Machino Techno Sales Ltd after discounts. Accordingly, the University has procured a white colour Maruti SX 4 ZXi car from M/s. Machino Techno Sales Ltd., for an on road price of Rs.783499/- inclusive of ex showroom price, road tax, company registration, insurance and other miscellaneous charges.</p> <p><u>RESOLUTION</u></p> <p>The Standing Committee noted the matter with the direction that the University should avail of an extended year of warranty for the vehicle.</p>	<p>As directed, the University has availed of an extended year of warranty by paying an amount of Rs.3990/- to M/s. Machino Techno Sales Ltd.</p>

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
4.	Legal notice's in relation to Common Law Admission Test and University Admission during academic session 2008-09.	<p>The University has recently received two legal notice's as per the following details: A writ petition being W.P. No 7399/2008-, Kumari Baghel Vs Convenor, CLAT 2008,NLSIU,Bangalore and others in which NUJS has been made a party has been filed in the High Court at Jabalpur. The petitioner wants the transfer of her entire fee amount deposited by her in NUJS to NLIU, Bhopal in the event of her admission there. The University has received no intimation regarding her admission in Bhopal neither does the University have any detail of her account with NLIU, Bhopal. However, she has withdrawn from the University soon after her admission here. She now claims refund of her entire amount. She has also not submitted "No Objection Certificate" required for refunding her dues. However, "No Objection Certificate" at the instance of the University was issued after making deductions on account of hostel and library and also the proportionate deduction which was accepted by the Standing Committee in its meeting dated 21/6/2008. A demand draft was sent to her but she regretted to accept it.</p> <p>The University has referred the matter to the Advocate General , Madhya Pradesh- Mr.Ravi Nandan Singh. Mr.Singh has agreed to represent the University in the Writ Petition before the Hon'ble Court. Necessary notifications stating that she is not entitled to "refund" of the entire amount as claimed by the writ petitioner has been supplied to the Hon'ble Advocate General.</p> <p>a. A Writ Petition being WP No W2008,Nagar Shankar Rajendra Vs The Vice Chancellor, WBNUJS and others with an accompanying letter from Mr.Bhashkar Prosad Banerjee,Advocate. The Petitioner is claiming admission in NUJS on merit basis in terms of the SC quota . However, his name was initially not forwarded to NUJS by Convenor, CLAT.</p> <p>The University has referred the matter to Mr.Sambuddha Chakraborty, Advocate.</p>	

		<p>Mr.Chakraborty has agreed to represent the University in the Writ Petition before the Hon'ble Court.</p> <p><u>RESOLUTION</u></p> <p>The Standing Committee noted the matter with the direction that the University should await the Hon'ble Courts written orders.</p>	<p>Written Order's from the court are awaited.</p>
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Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
5.	Appointment of Visiting Faculty	<p>The University had initially invited Mr.S.K.Nandy , a former faculty of the University now with IIT, Kharagpur to take up Property Law Classes since Mr.Konar is officiating as Registrar and occasionally taking classes on Property Law. Mr.S.K.Nandy took some classes during his vacation period from IIT, Kharagpur and was paid a lump sum amount of Rs.7000/- for taking classes for the month of June 2008.Subsequently, the University has invited Mr.Deepak Chaterjee, a former faculty of the University to take Property Law Classes in the University for the remaining period of this semester. He is being paid an amount of Rs.7000/-(Consolidated) per month for his services .</p> <p><u>RESOLUTION</u></p> <p>The Standing Committee noted the matter.</p>	



Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
6	Establishment of Canteen Facilities in the University.	<p>The University has recently received a letter from Ms. Jasmine Joseph, Warden in Charge of the Hostels of NUJS along with a proposal for the establishment of a Canteen in the Hostels. The Mess in the Hostels is currently run by the students on the basis of adjustable deposits being deposited by the students per semester.</p> <p><u>RESOLUTION</u></p> <p>The Standing Committee agreed in principle to the proposal for the establishment of a Canteen and directed that the proposal should be reworked by a committee taking into consideration all financial and administrative aspects. The Standing Committee authorised the Vice Chancellor to form a committee to look into the proposal.</p>	As directed, a committee has been set up by the Vice Chancellor.

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
7.	Air Conditioning of Room No:328.	<p>The University has received a proposal for air conditioning Room No: 328 from M/s.Refrigeration Controls (India) Pvt. Ltd ,authorised dealers of M/s.Voltas Limited.They have proposed an expenditure of Rs.719700/-, inclusive of all applicable taxes, etc. The University proposes to undertake the work and adequate provision for the same may be made in the revised budget estimates 2008-09. The expenditure is to be made from the Campus Development A/c.</p> <p><u>RESOLUTION</u> The Standing Committee approved the proposal of air conditioning Room No.328.</p>	Accordingly, the matter is being processed.

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken																					
8	Students Common Room .	<p>Recently, during the visit of the Hostel blocks by the Vice Chancellor, Mrs. Justice Ruma Pal, Professor Ford Foundation Chair, CHRCS, and Mr. Rathin Dutta, Member, Executive Council, it was decided that the common/recreation rooms of the Hostel blocks need to be furnished properly. Each Hostel has a common/recreation room. The Gents Hostel common/recreation room has only one Table Tennis board and one functional Carom Board. The Ladies Hostel common/recreation room does not have any indoor sports facility. The University proposes to create a common/recreation room as per following details:</p> <table><thead><tr><th>Item</th><th>Quantity</th><th>Estimated Cost (Rs.)</th></tr></thead><tbody><tr><td>1. Table Tennis Board (Stag Make)</td><td>One</td><td>14500.00</td></tr><tr><td>2. Carom Board ( English Ply)</td><td>Two</td><td>9000.00(Rs.4500/-each)</td></tr><tr><td>3. Curtains</td><td>As required</td><td>10,000.00(Lump Sum)</td></tr><tr><td>4. Proper Seating Arrangement</td><td>Two Sets</td><td>40,000.00(Rs.20000/- with Centre Table each)</td></tr><tr><td>5. POP and Painting of Recreation Room</td><td>Two Rooms</td><td>40,000.00(Lump Sum)</td></tr><tr><td>6. Miscellaneous</td><td></td><td>7,500.00</td></tr></tbody></table> <p>To furnish the common rooms the total estimated expenditure would be around Rs.120500/- and adequate provision for the same may be made in the revised budget estimates 2008-09. The expenditure is to be made from the Sports Material A/c,( Sl.No.'s 1,2, &amp; 6), Campus Maintenance A/c( Sl.No's 3 and 5), Furniture A/c ( Sl.No.4).</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee approved the proposal.</p>	Item	Quantity	Estimated Cost (Rs.)	1. Table Tennis Board (Stag Make)	One	14500.00	2. Carom Board ( English Ply)	Two	9000.00(Rs.4500/-each)	3. Curtains	As required	10,000.00(Lump Sum)	4. Proper Seating Arrangement	Two Sets	40,000.00(Rs.20000/- with Centre Table each)	5. POP and Painting of Recreation Room	Two Rooms	40,000.00(Lump Sum)	6. Miscellaneous		7,500.00	
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6. Miscellaneous		7,500.00																						
9.	Renovation of Vice Chancellor's Room and Ante chamber.	<p>The University proposes to renovate the Vice Chancellor's room and ante chamber. Accordingly quotations were obtained from selective interior designers/decorators and tabulated by the University under the</p>	Accordingly, the matter is being processed																					

	<p>supervision and advice of the Visiting University Engineer, Mr. B. Guha Ray.</p> <p>The following rates were obtained:</p> <table><tr><th>Interior Decorator/Designer</th><th>Price Quoted (All Inclusive) (Rs.)</th></tr><tr><td>1. M/s. Dekor</td><td>Rs.455447/-</td></tr><tr><td>2. M/s. La Maison</td><td>Rs.511706/-</td></tr><tr><td>3. M/s. Décor – X Interior Pvt. Ltd</td><td>Rs.348529/-</td></tr></table> <p>The Lowest received tender was from M/s Décor X Interior Pvt Ltd , and on further negotiation they gave a discount of 6% on the quoted amount. Accordingly, the University has placed an order on M/s.Decor X Interior Pvt. Ltd.The University has also made provision for this expenditure in the revised budget estimates 2008-09.The expenditure is to be booked under Furniture &amp; Fixture A/C/Campus Maintenance A/c as relevant to the items concerned</p> <p><u>RESOLUTION</u></p> <p>The Standing Committee noted the matter with the observation that a list of old existing furniture in the Vice Chancellor's room may be prepared and place before the committee in its next meeting.</p>	Interior Decorator/Designer	Price Quoted (All Inclusive) (Rs.)	1. M/s. Dekor	Rs.455447/-	2. M/s. La Maison	Rs.511706/-	3. M/s. Décor – X Interior Pvt. Ltd	Rs.348529/-	<p>As directed, a list of old existing furniture in the Vice Chancellor's room has been prepared and placed.</p>
Interior Decorator/Designer	Price Quoted (All Inclusive) (Rs.)									
1. M/s. Dekor	Rs.455447/-									
2. M/s. La Maison	Rs.511706/-									
3. M/s. Décor – X Interior Pvt. Ltd	Rs.348529/-									

Sl. No:	Agenda Item	Resolution	Remarks/Action Taken
10.	Quarterly Statement of Accounts	<p>Statement of accounts for the 1st quarter ended 30/6/2008 of the financial Year 2008-09 was placed.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee noted the matter.</p>	
11.	Revised Estimates 2008-09 & Budget Estimates 2009-10	<p>The Revised Budget Estimate for 2008-09 and Budget Estimates 2009-10 were prepared and placed.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee recommended that the budget may be placed before the next meeting of the Executive Council for approval.</p>	As directed the matter was placed in the next meeting of the Executive Council.

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
12.	Out door Sports facility	<p>The Sports Committee of the Students has been making demands for Sports facilities in the University. Accordingly the University in consultation with the Visiting University Engineer has drawn up a requirement for the outdoor sports facility in the Campus lawn area. Total cost involvement for installation of 1. Basketball Court (one) 2. Volleyball Court (one) 3. Badminton Court (two). is <u>Rs. 4, 02,000.00</u>. Provision for this expenditure may be made in the revised budget expenditure 2008-09 and the expenditure is to be booked under the Campus Development Fund A/C.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee agreed to the proposal in principle with the observation that detailed drawings, etc are to be worked out and placed in its next meeting.</p>	Accordingly, the matter has been processed.
13.	Appointment of Accounts Officer.	<p>The matter arises out of the 25<sup>th</sup> meeting of the Standing Committee.(Agenda Item No: 10)Mr.D.Kanunjna has expressed his unwillingness to continue further beyond the period of his current contract. Accordingly, to facilitate smooth transfer of charge the University wishes to relieve him from his services on 11/8/2008(forenoon).</p> <p>Mr.Kanunjna has also agreed to hand over charge on 11/8/2008(forenoon). The University has received an application from Mr.Shiharan Kumar Basu,a retired Senior Audit Officer, in the Office of the The Pr.Director of Audit(C),Kolkata.The University may consider appointment of Mr.Basu as Accounts Officer with effect from 11/8/2008(forenoon) on re-employment terms .</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee while accepting the resignation of Mr.Kanunjna w.e.f 11/8/2008(forenoon) placed on record its deep appreciation of the services rendered by him. The Standing Committee also approved the terms of appointment of Mr.Shiharan Basu as Accounts Officer w.e.f 11/8/2008(forenoon).</p>	Mr.Basu has joined office w.e.f 11/8/2008(Forenoon)

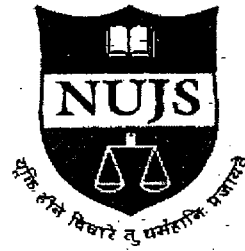
Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
AA1.	<u>Additional Agenda</u> Gymnasium for Students	<p>The matter arises out of the 21<sup>st</sup> meeting of the Standing Committee dated 14/12/2007(Agenda Item No 5)The Standing Committee had directed that the University may explore the possibility of outsourcing such facilities or make formal institutional arrangements with SAI for use of their Gymnasium by the students of the University. Accordingly, the University had approached SAI, Salt Lake. However, till date they have not responded favourably. The University has been constantly receiving requests from students for the construction of a Gymnasium within the University premises. In this regard a proposal of the requirement of equipments has been made by the Campus Supervisor and Faculty Advisor, Sports Committee for setting up a Gymnasium in Room No: 007.The total expenditure works out to about Rs.3.50 Lakhs approximately. Provision for this expenditure may be made in the revised budget estimates 2008-09.The expenditure is to be made from the Equipments A/c.</p> <p><b>RESOLUTION</b></p> <p>The Standing Committee agreed to the proposal in principle and directed the University to work out a detailed proposal and place it in the next meeting.</p>	Accordingly, the matter has been processed
AA2	Request for Pay Protection received from Ms.Anupama Ghoshal,Lecturer in Political Science	<p>The matter arises out of the 12<sup>th</sup> meeting of the Standing Committee dated 2/9/2006(Additional Agenda Item No AA2).The University had received a request from Ms.A.Ghoshal,Lecturer in Political Science(Since January 2005) for pay protection since she was already drawing Rs.8275/- as a Lecturer in Political Science in Kalyani Mahavidyalaya(from 16/5/2003 to 6/1/2005) before joining the West Bengal National University of Juridical Sciences.</p> <p>Ms. Ghoshal joined the University on 7/1/2005 and her basic was fixed at Rs.8000/- per month as recommended by</p>	

		<p>the Selection Committee. She is currently drawing a basic pay of Rs.8825/- in the scale of Rs.8000-275-13500.</p> <p>The Standing Committee had regretted that her request for pay protection cannot be accepted since she was serving elsewhere before joining this University and her case does not fall within the purview of pay protection. The University has again received a request from Ms.Ghoshal for reconsideration of her case.Subsequently, the University wrote to a State University – “Jadavpur University” to confirm about the rules being followed in the State University in regard to consideration of past service including pay protection. Accordingly the University has received a reply from Jadavpur University. Ms. Ghoshal will get her pay fixed at Rs.9100/- instead of Rs.8825/- (current basic pay) if her request is reconsidered in view of the letter received from Jadavpur University.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee approved the increment of Ms.Ghoshal as a special case without any precedent.</p>	<p>Accordingly, Office Order has been issued.</p>
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Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
AA3	<u>Additional Agenda</u> Campus Building Loan upward revision of ROI	<p>The Corporation Bank vide their letter dated 17/7/2008 informed that the rate of interest in the Term Loan for construction of NUJS Campus has been increased from 11.25% to 11.75% w.e.f /7/2008. Repayment at the current rate of 63 Lakhs per quarter is not enough to complete repayment by 2015-2016 as per agreement. This will enhance the interest burden substantially. To obviate the time and cost overrun, it is imperative that the rate of repayment per quarter is enhanced to 70 Lakhs with immediate effect. It is proposed that the Government be informed of this change with a request to restore the annual grant to at least Rs.2.80 crores ,per annum.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee directed that the University may write to the Government for the change with a request to restore the annual grant to at least Rs.2.80 crores ,per annum.</p>	As directed, a letter has been written to the Government.
AA4.	"Revenue Expenditure" for Revised Estimates 2008-09 & Budget Estimates 2009-10	<p>The Revised Budget Estimate for 2008-09 and Budget Estimates 2009-10 in relation to Capital Receipt, Capital Expenditure and Revenue Receipt have been placed in the meeting (Agenda Item No. 11). The Revised Budget Estimate for 2008-09 and Budget Estimates 2009-10 in relation to Revenue Expenditure was prepared and placed.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee directed that the budget in relation to Revenue Expenditure may also be placed before the next meeting of the Executive Council for approval.</p>	As directed, the matter was placed in the next meeting of the Executive Council.

AA5.	Proposal and MOU from Herbert Smith for sponsoring a Moot Court Competition.	<p>The University has received a proposal from Herbert Smith, a U.K. based law firm for sponsoring a national moot court competition .</p> <p>The proposal and the MOU was placed.</p> <p><u>RESOLUTION</u></p> <p>The Standing Committee directed that the University should review the clause about the laws which will govern the MOU .It suggested that it should preferably fall under Indian Laws.</p>	<p>The University has entered into the MOU</p>
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**THE WEST BENGAL NATIONAL UNIVERSITY OF JURIDICAL  
SCIENCES**

**MINUTES OF THE 27<sup>TH</sup> MEETING OF THE**

**STANDING COMMITTEE**

**HELD ON 27<sup>TH</sup> SEPTEMBER 2008**

**THE W. B. NATIONAL UNIVERSITY OF JURIDICAL SCIENCES**

**Dr. Ambedkar Bhavan**

**Salt lake, Kolkata**

**Minutes of the Twenty-seventh Meeting of the Standing  
Committee**

**The W.B. National University of Juridical Sciences**

**Held on 27 September 2008**

**At Dr. Ambedkar Bhavan, Salt lake, Kolkata.**

The Twenty-seventh Meeting of the Standing Committee was held on 27 September 2008 in Dr. Ambedkar Bhavan, Salt Lake, Kolkata. Following members were present:-

1. Prof. (Dr.) M. P. Singh, Chairman  
Vice Chancellor, WBNUJS
2. Hon'ble Mr. Justice Chittatosh Mookerjee, Member  
Former Chief Justice of Calcutta & Bombay High Courts, Kolkata.
3. Hon'ble Mrs. Justice Ruma Pal, Special Invitee  
Former Judge of Supreme Court of India  
Kolkata
4. Hon'ble Mr. Justice P.C. Ghose, Member  
Judge, Calcutta High Court  
Kolkata
5. Mr. Nisith Adhikary, Member,  
Additional Advocate General,  
West Bengal.
6. Mr. R.N. Dutta, Special Invitee  
Member, Executive Council, WBNUJS
7. Mr. Anirban Mazumder, Member  
Lecturer in Law, WBNUJS.
8. Mr. Nandan Nawn, Member  
Lecturer in Economics, WBNUJS.

Mr. Niharendu Konar, Registrar, WBNUJS was also present as the Ex-Officio Secretary to the Committee.

Mr. Balai Chandra Ray, Member, Advocate General, West Bengal, Dr. Tapas Banerjee, Sr. Advocate, Calcutta High Court, Mr. A.K. Roy, Member, Secretary to the Govt. of West Bengal, Judicial Department, Mr. D.C. Chakroborty, Jt. Secretary, Higher Education, Government of West Bengal, Principal Secretary, Finance Department, Govt. of West Bengal, Member, Mr. Satrajit Chaudhuri, Permanent Invitee could not attend the meeting due to preoccupations.

# The West Bengal National University of Juridical Sciences

## Minutes of the 27<sup>th</sup> Meeting of the Standing Committee of WBNUJS held on Saturday, 27 September 2008.

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
1.	Confirmation of the minutes of the 26 <sup>th</sup> Meeting of the Standing Committee held on 2 August 2008.	The Minutes of the 26 <sup>th</sup> Meeting of the Standing Committee held on 2 August 2008 were confirmed.	
2.	Requirement of staff in the Centre for Human Rights and Citizenship Studies	<p>The matter arises out of the 26<sup>th</sup> meeting of the Standing Committee(Agenda Item No:2)The University had received a letter from Honourable Mrs. Justice Ruma Pal Former Judge, Supreme Court of India and Professor, Ford Foundation Chair on Human Rights in the Centre for Human Rights and Citizenship Studies at the University regarding the lack of infrastructure in terms of personnel and research facilities in the Centre.She has also recommended appointment of Ms.Payel Rai Chowdhury as a Lecturer on ad hoc basis.The Ford Grant of USD 250000 does not ordinarily provide for support staff. Keeping in view the express need of a Researcher to be associated with the Chair Professor, remuneration of Ms.Payel Rai Chowdhury is being borne out of the Grant. She is currently drawing a salary of Rs.10000/- (consolidated) per month and is on a one year contract with effect from 18/11/2007.However, proceeds of the Ford Corpus Fund is too meagre to take care of full pay and allowances of a Lecturer. Need for providing appropriate and adequate manpower at the CHRCS, an integral part of the University, is a functional priority. Hence, subject to creation of a suitable post, the University may consider the recommendation of the Ford Chair Professor for appointing Ms.Payel Rai Chowdhury as a Lecturer on ad hoc basis for a limited period to begin with. In that event her salary will have to be paid out of the University fund. The services of a Data Entry Operator and Attendant is currently being shared between the School of Legal Practice and Development and the Centre. The Standing Committee had deferred the matter with the direction that the University may place the report of the "Selection Committee" in regard to Ms. Payel Rai Chowdhury in the next meeting of the Standing Committee for its consideration. Accordingly, the report of the "Selection Committee" was placed.</p>	

		<p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee resolved that the University may create a post of Lecturer in Human Rights for the Centre and also directed that selection of Ms. Payel Rai Chaudhuri is to be done through a "Selection Committee".</p> <p>Honourable Mrs. Justice Ruma Pal, Professor Ford Foundation Chair on Human Rights in the Centre for Human Rights and Citizenship Studies at the University observed that Mr. Dipankar Gupta, Member, General Council and Executive Council of the University had offered to donate an amount to the University for the purpose of renovating and furnishing the library and rooms of the Centre for Human Rights and Citizenship Studies in the University. The Committee accepted the offer of Mr. Gupta and directed that the proposal received from M/s Eastman, authorised dealers of Godrej be accepted subject to a report from the A.O. and the work on renovation and furnishing the library and rooms of the Centre may commence upon receipt of the donation from Mr. Gupta.</p>	<p>As directed, the matter is accordingly being processed.</p>
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Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
3.	Common Law Admission Test : Estimated Income	<p>The University has recently learned that the committee of CLAT(Common Law Admission Test) will be giving a 1/7(LLB) and 1/6(LLM) part of its balance receipts after adjusting all its expenditure for conducting the CLAT, to the concerned member Institutes/Universities under CLAT. The estimated details of the amount were placed in the meeting.</p> <p><b>RESOLUTION</b> The Standing Committee directed that for this year the amount received from the Committee of CLAT may be transferred to the Moot Court Fund for facilitating sponsorship of students who are representing the University in International Moot Court Competitions. In this regard it also directed that the Accounts Officer may frame a scheme with rules, regulations and guidelines, for implementing the scheme of University sponsorship of students to International Moot Court Competitions and place it in the Finance Committee and Standing Committee for consideration.</p>	As directed, the matter is accordingly being processed
4	Legal notice's in relation to Common Law Admission Test and University Admission during academic session 2008-09:A Report	<p>The matter arises out of the 26th meeting of the Standing Committee dated : 2/8/2008.(Agenda Item No:4)</p> <p>The University had received two legal notice's as per the following details:</p> <ol style="list-style-type: none"> <li>A writ petition being W.P. No 7399/2008 , Kumari Baghel Vs Convenor,CLAT 2008,NLSIU,Bangalore and others in which NUJS has been made a party has been filed in the High Court at Jabalpur. The petitioner wants the transfer of her entire fee amount deposited by her in NUJS to NLIU, Bhopal in the event of her admission there. The University has received no intimation regarding her admission in Bhopal neither does the University have any detail of her account with NLIU, Bhopal. However, she has withdrawn from the University soon after her admission here. She now claims refund of her entire amount. She has also not submitted " No Objection Certificate" required for refunding her dues. However, "No Objection Certificate" at the instance of the University was issued. after making deductions on account of hostel and library</li> </ol>	

		<p>and also the proportionate deduction which was accepted by the Standing Committee in its meeting dated 21/6/2008. A demand draft was sent to her but she regretted to accept it.</p> <p>The University had referred the matter to the Advocate General , Madhya Pradesh- Mr.Ravi Nandan Singh. Mr.Singh has agreed to represent the University in the Writ Petition before the Hon'ble Court. Necessary notifications stating that she is not entitled to "refund" of the entire amount as claimed by the writ petitioner has been supplied to the Hon'ble Advocate General.</p> <p>As on date, direction from the Hon'ble court is awaited.</p> <p>b. A Writ Petition being WP No W2008,Nagar Shankar Rajendra Vs The Vice Chancellor, WBNUJS and others with an accompanying letter from Mr.Bhashkar Prosad Banerjee,Advocate. The Petitioner is claiming admission in NUJS on merit basis in terms of the SC quota . However, his name was initially not forwarded to <u>NUJS</u> by Convenor, CLAT.</p> <p>The University had referred the matter to Mr.Sambuddha Chakraborty, Advocate. Mr.Chakraborty has agreed to represent the University in the Writ Petition before the Hon'ble Court.</p> <p>Subsequently, the court had directed that the University may admit the candidate in terms of the available General category seats. Accordingly, on being approached by the candidate and in terms of the direction of the Hon'ble Court the University admitted the candidate under the seats reserved for the General category. However, the candidate withdrew his candidature after attending classes for a day in the University.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee noted the matter and approved the action taken by the Registrar.</p>	
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Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
5.	Request for using University Vehicle during emergency.	<p>The University has recently procured a Maruti SX4 Zxi for the use of the Vice Chancellor.</p> <p>The University now has three vehicles, the new Maruti SX4, a Toyota "Qualis" and a Mini Bus which is to be sold.</p> <p>The University has received a request from Ms. Jasmine Joseph, Warden – in – Charge for using the Toyota Qualis for emergency purpose in order to transport students residing in the Hostels to the nearby hospitals/nursing homes during emergency and also for other emergencies which may arise in relation to administration of the Hostels. The transportation expenses for this purpose can be made from the Vehicle Maintenance A/c.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee directed that the University may sell the Toyota Qualis and also explore the possibility of entering into an agreement with nearby Hospitals/Nursing Homes /ambulance hiring /car hiring agency for transporting University Hostel students during medical emergency.</p>	<p>As directed, the matter is accordingly being processed</p>

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
6.	Appointment of an Architect	<p>It has been felt that the University needs an Architect who has interior designing experience in connection with renovation of the already existing rooms. This is especially needed for completing the XI plan proposal to the UGC in terms of designing of Moot Court Hall, Client Counselling Centre, renovation of Room No.328(into a Seminar Hall), other rooms and faculty cubicles which need to be renovated. In this regard a professional opinion is required before the proposal can be finalised and vetted by the University authorities. The University proposes to create the post of a part time Interior Decorator/Architect at a consolidated salary not exceeding Rs.15000/- per month. The selection can be made from a list of recently retired Government Architects who have past experience in designing/renovating. Alternatively, the University can also advertise for the post. Provision for this will have to be made in the Budget Estimates 2008-09 and Revised Budget Estimates for 2009 -10 on account of "Salary".</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee directed that the University may approach the Government of West Bengal for utilizing the services of the Chief Government Architect as and when required.</p>	

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
7.	UGC Scheme for establishing/Upgrading Computer Centres	<p>The University as per guidelines for a "Special Scheme of Establishing/Up gradation of Computer Centres in Universities" during the XI plan proposes to create three posts as per the following details:</p> <p>A. One System Analyst : Rs.12000-420-18300</p> <p>B. One Technical Assistant : Rs.5500-175-9000.</p> <p>C. One Personal Assistant : Rs.5000-150-8000.</p> <p>The salary of the above mentioned staff will be assisted by the UGC as per actual for a period of three years beginning from the year in which the system is installed or from the year in which the first post is filled up, whichever is later. After three years the continuation of these posts will rest with the University and to this effect the University will have to give an undertaking to the UGC. The creation of these posts is essential since the University is also to start work on the "Campus Wide Networking" project which has been given to M/s. ERNET India.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee approved the proposal for the creation of the three posts and directed that the University may approach the UGC for the funds required for the "Computer Centre". The Standing Committee also observed that the continuation of these posts beyond three years were subject to the requirement of the University.</p>	As directed, the University has written to the UGC.

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
8.	Campus Building Loan Upward revision of ROI	<p>The Corporation Bank vide their letter dated 30.08.2008 informed that the rate of interest in the Term Loan for construction of NUJS Campus has been increased from 11.50% to 12% w.e.f. 11.08.2008. A Copy of the bank letter was placed. Repayment at the current rate of Rs. 63 Lakhs per quarter is not enough to complete repayment by 2015-2016 as per agreement. This will enhance the interest burden substantially. To obviate the time and cost overrun, it is imperative that the rate of repayment per quarter is enhanced to 77 lakhs with immediate effect. The W.B. Government has sanctioned Rs. 2,59,49,613 (Rupees Two Crores Fifty-Nine Lakhs Forty-Nine Thousand Six Hundred Thirteen only) as financial grant for the year 2008-2009. It is proposed that the Government be informed of this change with a request to restore the annual grant to at least Rs. 3.08 crores per annum.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee directed that the University may approach the Government of West Bengal for increasing the annual grant with immediate effect.</p>	<p>As directed, the University has written to the Government.</p>

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
9	Outdoor Sports facility and Gymnasium	<p>The matter arises out of the 26<sup>th</sup> meeting of the Standing Committee dated 2/8/2008. The Sports Committee of the Students has been making demands for Outdoor Sports facilities and Gymnasium in the University. The Standing Committee had agreed to the proposal with the direction that the University should put up a detailed proposal with drawings of the proposed sites for the playground, etc. Accordingly the University approached SAI, who have now given a report.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee approved the proposal received from SAI and directed that the work for providing Outdoor Sports facility and Gymnasium may be done as per guidelines received from SAI.</p>	<p>The University has constructed a Gymnasium as per the guidelines received from SAI.</p>

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
10.	Implementation of Sixth Central Pay Commission	<p>The Sixth Central Pay Commission was setup to evolve a proper pay package for the Central Government employees and employees of organizations following Central Government pay structure. The Commission, headed by Justice B N Srikrishna, submitted its Report to the Government on 24th March, 2008. As per Office Order No. 1/1/2008-IC of Ministry of Finance, Government of India dated 30<sup>th</sup> August 2008, and the Gazette of India –Extraordinary, Part I, Section I of 29<sup>th</sup> August 2008 the Government has accepted the report subject to certain modifications. The Revised pay structure as approved by the Cabinet was placed. For the Financial Year 2008-09 budgetary allocation for the head 'Salary' is Rs. 205.00 lakhs. Till 31/08/2008 total expenses incurred under this head is Rs. 69.17 lakhs. It has been decided by the Government of India that the revised salary for all Central Government Employees along with the organizations adopting Central Government rules will be paid from the month of September '08. As this University in most cases follow the Central Government rules for its day to day activities, the salary of Administrative Staff only may be paid from the month of September '08 at revised rate while the salary of Academic Staff may be continued to pay at the existing rate till the report of Chadda Commission set up for revision of the pay of college and university teachers is released and accepted by the Government. For payment of salary from the month of September 2008 as per the Sixth Central Pay Commission, a tentative sum of Rs. 43.00 lakhs will be required which can be accommodated from the current year's budget. As per the Sixth Central Pay Commission, and as approved by the Government the employees are also entitled to receive arrear salary w.e.f. 01/01/2006. The payment of arrear as directed by the Government of India needs to be paid in two instalments of 40% and 60% during the Financial Year 2008-09 and 2009-10 respectively. This payment will entail an expenditure of Rs. 18 lakhs for the Financial Year 2008-09 and Rs. 22 lakhs in 2009-10, for administrative only. The amount of arrear salary of Rs. 18 lakhs (approx) can also be accommodated in the current year's budget.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee noted the matter and directed that the Accounts Officer may place a detailed report of the total expenditure involved in regard to the salary of Administrative staff and also faculty after the Chaddha Commission Report is accepted by the Government.</p>	<p>As directed, the matter is accordingly being processed</p>

11	Children Education Allowance Scheme	<p>The Sixth Pay Commission recommended enhancement of the children education Allowances and merger of the same with Reimbursement of Tuition Fees which has been accepted by the Government as such. As a result, all Central Government Employees are to be given a reasonable reimbursement of Educational Expenses unlike earlier restriction like reimbursement of only tuition fees of up to Rs. 40 per month per child (Classes I to X) and Rs 50 (Classes XI and XII), although it is Rs 100 per month for special (challenged) children.</p> <p>Salient Features of reimbursement of children education allowance are:</p> <ul style="list-style-type: none"> <li>• Children Education Allowance and Reimbursement of Tuition fees have been merged and the new scheme is known as Children Education Allowance Scheme.</li> <li>• This scheme can be availed by Government employees up to a maximum of Two Children</li> <li>• This is applicable for school going children only (nursery to 12th Std including 11th and 12th std conducted by Junior colleges)</li> <li>• The Scheme has no nexus with the performance of the children in the class.</li> <li>• The reimbursement is applicable for admission fees, laboratory fees, special fee charged for agriculture, music, electronics or any subject, fee charged for practical work, fees for use of any aid or appliance by the child, library fees, games/sports fees, fees for extracurricular activities, purchase of one set of text books and notebooks, two sets of uniforms and one set of school shoes.</li> <li>• The annual ceiling for reimbursement of children education allowance is fixed at Rs.12,000/-.</li> <li>• Hostel subsidy will be reimbursed upto maximum limit of Rs.3000/- per month per child. However, both hostel subsidy, and children education allowance can not be availed concurrently.</li> <li>• The maximum limits in Children Education allowance and Hostel subsidy would be automatically raised by 25% every time the dearness allowance on the revise pay structure goes up by 50%. As such, an employee getting Rs 1,000 would get Rs 1,250 per child per month and hostel subsidy would increase up to Rs 3,750 when Dearness Allowance becomes 50 per cent of the basic salary.</li> <li>• This scheme is effective from 01-09-08.</li> </ul>	
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12	Pay Fixation of Mr.P.Mukherjee, Library Assistant.	<ul style="list-style-type: none"> <li>• Reimbursement of the children education allowance and Hostel subsidy would be made on production of original receipts self certified by the employee.</li> </ul> <p>For the Financial Year 2008-09 budgetary allocation for the head 'Salary' is Rs. 205.00 lakhs. Till 31/08/2008 total expenses incurred under this head is Rs. 69.17 lakhs. Implementation of the Children Education Allowance Scheme for all administrative staff will currently involve an approximate monthly expenditure of Rs.12,000 which can be accommodated in the current year's budget.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee deferred the matter.</p> <p>The University has received a request from Mr.P.Mukherjee, Library Assistant for fixation of his basic pay from Rs.4000 to Rs.4500 in the pay scale of Rs. 4000- 100-6000. Pay fixation of existing Library Assistants to Rs.4500/- were done as a special case by the Executive Council and Library Assistant who got their pay fixed at Rs.4500/- are not allowed to draw an increment for the first five years of their service in the University from the date of appointment in the pay scale of Rs.4000-100-6000.Mr.P.Mukherjee was appointed as a Library Assistant in the pay scale of Rs.4000-100-6000 from 4/9/2007.Prior to that he was a Library Assistant on consolidated pay for a period of two years .Provision for this pay fixation will have to be made in the Budget Estimates 2008-09 and Revised Budget Estimates for 2009 -10 on account of "Salary"</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee deferred the matter and directed that the Accounts Officer may place a detailed report in regard to the admissibility of pay fixation of Mr.P.Mukherjee.</p>	As directed, the matter is accordingly being processed
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13	Revision of Pay Scale of Mr.R.K.Singh, Driver cum Attendant	<p>The University has received a letter from Mr.R.K.Singh,requesting for revision of his pay scale in terms of a Driver in the Central Government. The University currently has two Driver- cum Attendants - Mr.R.K.Singh and Mr.S.N.Das. Provision for this revision of pay scale if the request is accepted will have to be made in the Budget Estimates 2008-09 and Revised Budget Estimates for 2009 -10 on account of "Salary".</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee deferred the matter.</p>	
14	Revision of Pay Scale of Mr.Manik Mallick and Mr.U.Metya,Attendants	<p>The University has been receiving requests from Mr. Manik Mallick and Mr.U.Metya, both attendants , requesting for revision of their pay scales in terms of "Technician - Plumbing and Electrical" . Provision for this revision of pay scale if their requests are accepted will have to be made in the Budget Estimates 2008-09 and Revised Budget Estimates for 2009 -10 on account of "Salary"</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee deferred the matter.</p>	
15	Requirement of Aquaguards in the Hostels.	<p>The University has received a request from the Hostel Welfare Committee of the students to procure "Aquaguard – cooler cum purifier" for both the hostels. As on date, the University has three existing "aquagard – cooler cum purifier" in the Hostels..Two in the Gents hostel and one in the Ladies hostel. All of them are on the ground floor of the respective hostels. The University now proposes to procure four( two for the Gents and two for the Ladies) more "Aquaguards " at a total cost of Rs.107440/-(@ Rs.26860/- each). A quotation received from M/s.Eureka Forbes was placed. Provision for this expenditure exists in the Budget Estimates 2008-09.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee directed that the University should procure ordinary "Aquaguard" machines and provide two of them on each floor of the Hostels. The total expenditure for procuring these water coolers should not exceed Rs.1 lakh.</p>	As directed, the matter is accordingly being processed

16	List of old furniture in the Vice Chancellor's Chamber.	<p>The matter arises out of the 26<sup>th</sup> meeting of the Standing Committee dated 2/8/2008.(Agenda Item no.9)</p> <p>The Standing Committee had directed that a list of old existing furniture in the Vice Chancellor's room may be prepared and place before the committee in its next meeting.</p> <p>Accordingly, the following is the list of old furniture in the Vice Chancellor's chamber:</p> <ol style="list-style-type: none"> <li>1. One Executive table (Godrej – T 202)</li> <li>2. One L shaped side table (Godrej make).</li> <li>3. One Executive Chair(Godrej make)</li> <li>4. Eight red cushion plastic chairs ( "Supreme" make)</li> <li>5. One Computer Table( Godrej make)</li> </ol> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee directed that the University may maintain a register of all old furniture and also arrange to distribute them to the various schools, centers and departments of the University as and when required.</p>	As directed, the matter is accordingly being processed
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Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
17.	Resignation of Mr.P.Chanda,Data Entry Operator.	<p>Mr.Probal Chanda,Data Entry Operator in Accounts has resigned from his post with effect from 3/10/2008 The University has accordingly released him. In this regard , Mr.Pradipto Saha currently working as an attendant in the Accounts Section can be considered for filling up the vacancy of a Data Entry Operator in the Accounts Department. Mr.Pradipto Saha's application and Bio – Data was placed .Mr.Pradipta Saha's performance in the Accounts Department has been found to be good and he also has the requisite qualifications for working in the Accounts Department. There are precedents of appointments in the University from the post of Attendant to a senior post. Mr. Premananda Mukherjee was appointed as a Library Assistant after being a Library Attendant . The University can fill up the vacant post of an Attendant for the Accounts Department; if this proposal is accepted by way of advertisement or from the panel which is expected to be created after— selection of the two Library Attendants for which a public advertisement has already been placed.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee accepted the resignation of Mr.Probal Chanda and directed that he may be released with effect from 3/10/2008. The Standing Committee also directed that the matter regarding recruitment of Mr.Pradipta Saha may be deferred and in this regard it requested the Vice Chancellor to place a report for consideration.</p>	As directed, the matter is accordingly being processed

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
AA1.	<b><u>Additional Agenda</u></b> Renewal of contract with Corporation Bank	<p>The matter arises out of the 25<sup>th</sup> meeting of the Standing Committee dated 21/6/2008(Agenda Item No: 6) .The Corporation Bank, NUJS Branch has requested vide letter dated 07.04.08 to renew the lease period for a further block of 5 years beginning June 2008. The Standing Committee had authorised the Registrar to negotiate with the Bank for a higher rent since the proposed increase (as per agreement) is not commensurate with current market rates. The University has written a letter to the bank, a reply from them is awaited.</p> <p><b><u>RESOLUTION</u></b> The Standing Committee noted the matter.</p>	
AA2.	Draft Proposal of UGC XI Plan of the University	<p>The University will be applying for financial assistance from the University Grants Commission under the XI plan(2007-2012).Accordingly a draft proposal has been prepared for submission to the UGC.</p> <p><b><u>RESOLUTION</u></b> The Standing Committee noted the matter and directed that the proposal may be sent to the UGC, immediately.</p>	As directed, the University has sent the proposal to the UGC.
AA3.	Constitution of a Building Committee.	<p>In terms of the guidelines laid down by the UGC for applying under the XI plan (2007 - 2012).The University needs to form a "Building Committee".The "Building Committee" will be responsible for finalizing the plans and estimates of the various building projects proposed to the Commission and for ensuring the completion of the buildings in accordance with the approved plans and estimates and also for proper utilization of the funds received from the UGC , the Government and from the University's own resources.</p> <p>Accordingly, a "Building Committee" has</p>	

		<p>been formed with the following members:</p> <ol style="list-style-type: none"> <li>Vice Chancellor, Chairperson</li> <li>Mr. Anjan Kumar Saha, Executive Engineer, PWD, Bidhannagar, Div – I: nominated by PWD, Govt. of West Bengal.</li> <li>Mr. Rathin Dutta, representative of the Planning Board.</li> <li>Mrs. Justice Ruma Pal, as a professor of the University.</li> <li>Mr. S. Basu, Accounts Officer.</li> <li>University Librarian, as a representative of the user department.</li> <li>Mr. B. K. Guha Roy, University Engineer.</li> <li>Registrar, Member-Secretary.</li> </ol> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee noted the matter and resolved that all decisions of the 'Building Committee' may be placed before the Finance Committee/Standing Committee for consideration.</p>	
	<p><b><u>Other Matters</u></b></p>		
1.	Appointment of Honorary Lecturers and visiting faculty.	<p>The Standing Committee observed that the University should invite members of the Bar for teaching in the University as honorary lecturers/visiting/part time faculty in view of the dearth of law teaching faculty in the University. The Standing Committee also observed that the University should explore the possibility of appointing a Pro Vice Chancellor (Academic).</p>	



**THE WEST BENGAL NATIONAL UNIVERSITY OF JURIDICAL  
SCIENCES**

**MINUTES OF THE 28<sup>TH</sup> MEETING OF THE**

**STANDING COMMITTEE**

**HELD ON 1<sup>ST</sup> NOVEMBER 2008**

# **THE W. B. NATIONAL UNIVERSITY OF JURIDICAL SCIENCES**

**Dr. Ambedkar Bhavan**

**Salt lake, Kolkata**

## **Minutes of the Twenty-eighth Meeting of the Standing Committee**

**The W.B. National University of Juridical Sciences**

**-Held on 1 November 2008**

**At Dr. Ambedkar Bhavan, Salt lake, Kolkata.**

The Twenty-eighth Meeting of the Standing Committee was held on 1 November 2008 in Dr. Ambedkar Bhavan, Salt Lake, Kolkata. Following members were present:-

1. Prof. (Dr.) M. P. Singh, Chairman  
Vice Chancellor, WBNUJS
2. Hon'ble Mr. Justice Chittatosh Mookerjee, Member  
Former Chief Justice of Calcutta & Bombay High Courts, Kolkata.
3. Hon'ble Mrs. Justice Ruma Pal, Special Invitee  
Former Judge of Supreme Court of India  
Kolkata
4. Mr. Nisith Adhikary, Member  
Additional Advocate General,  
West Bengal.
5. Mr. R.N. Dutta, Special Invitee  
Member, Executive Council, WBNUJS
6. Mr. Satrajit Chaudhuri, Permanent Invitee
7. Mr. Nandan Nawn, Member  
Lecturer in Economics, WBNUJS.

Mr. Niharendu Konar, Registrar, WBNUJS was also present as the Ex-Officio Secretary to the Committee.

Hon'ble Mr. Justice P.C. Ghose, Member, Judge, Calcutta High Court, Kolkata, Mr. Balai Chandra Ray, Member, Advocate General, West Bengal, Dr. Tapas Banerjee, Sr. Advocate, Calcutta High Court, Mr. A.K. Roy, Member, Secretary to the Govt. of West Bengal, Judicial Department, Mr. D.C. Chakroborty, Jt. Secretary, Higher Education, Government of West Bengal, Principal Secretary, Finance Department, Govt. of West Bengal, Member, Mr. Anirban Mazumder, Member, Lecturer in Law, WBNUJS could not attend the meeting due to preoccupations.

# The West Bengal National University of Juridical Sciences

## Minutes of the 28<sup>th</sup> Meeting of the Standing Committee of WBNUJS held on Saturday, 1 November 2008.

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
1.	Confirmation of the minutes of the 27 <sup>th</sup> Meeting of the Standing Committee held on 27 September 2008.	<p>The Minutes of the 27<sup>th</sup> Meeting of the Standing Committee held on 27 September 2008 were confirmed with the following observations:</p> <p>The resolution for Agenda Item No: 2, first paragraph should read as:</p> <p>"The Standing Committee resolved that the University may create a post of Lecturer in Human Rights for the Centre and also directed <del>that</del> selection is to be done through a Selection Committee and on the basis of recommendation of the Professor Ford Foundation Chair on Human Rights in the Centre for Human Rights and Citizenship Studies."</p>	
2.	Appointment of a Professor to the IPR Chair in the University created by the Ministry of Human Resources and Development, Government of India.	<p>The University proposes to appoint a Professor to the IPR Chair in the University.</p> <p>Accordingly, a CV received from Mr. Shamnad Basheer was placed for consideration.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee accepted the proposal of appointing Mr. Shamnad Basheer as Professor to the IPR Chair as per terms and conditions laid down by the Ministry of Human Resources and Development for the appointment and also recommended the proposal to the Executive Council for ratification with the observation that Mr. Basheer may be on probation for a period of one year.</p>	Mr. Basheer has joined the University from 10/11/2008.



Sl. No.	Agenda Item	Resolution.	Remarks/Action Taken
3.	Finalisation of contractor for Stage Craft, Lighting and Acoustics work in the University Auditorium	<p>The University has received a report in regard to finalisation of contractor for the Stage craft, Lighting and Acoustics work to be undertaken for the completion of the University Auditorium from M/s.Polaris. Their report was placed.</p> <p>The University has also decided to include the supply and installation of a "Sound System" for the auditorium in the first phase of work for the auditorium by way of "Closed Tenders".</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee accepted the recommendation of M/s. Polaris and directed that work for completion of the auditorium should commence immediately and the University should issue work orders after having them vetted by the Accounts Officer and Mr.Jayanta Mitra, the consultant Engineer. The Standing Committee also accepted the proposal for supply and installation of a "Sound System" for the auditorium in the first phase of work for the auditorium by way of "Closed Tenders". It also directed that the work of the contractors (1) M/s. Curtain Centre and (2)M/s.United Projects should be supervised by the visiting University engineer Mr.B.Guha Roy.</p>	<p>The Work Orders were accordingly issued on 5/11/2008.</p>



**THE WEST BENGAL NATIONAL UNIVERSITY OF JURIDICAL  
SCIENCES**

**MINUTES OF THE 29<sup>TH</sup> MEETING OF THE**

**STANDING COMMITTEE**

**HELD ON 2<sup>ND</sup> DECEMBER 2008**

# **THE W. B. NATIONAL UNIVERSITY OF JURIDICAL SCIENCES**

**Dr. Ambedkar Bhavan**

**Salt lake, Kolkata**

## **Minutes of the Twenty-ninth Meeting of the Standing Committee**

**The W.B. National University of Juridical Sciences**

**Held on 2 December 2008**

**At Dr. Ambedkar Bhavan, Salt lake, Kolkata.**

The Twenty-eighth Meeting of the Standing Committee was held on 2 December 2008 in Dr. Ambedkar Bhavan, Salt Lake, Kolkata. Following members were present:-

1. Prof. (Dr.) M. P. Singh, Chairman  
Vice Chancellor, WBNUJS
2. Hon'ble Mr. Justice Chittatosh Mookerjee, Member  
Former Chief Justice of Calcutta & Bombay High Courts, Kolkata.
3. Mr. Nisith Adhikary, Member,  
Additional Advocate General,  
West Bengal.
4. Mr. R. N. Dutta, Special Invitee  
Member, Executive Council, WBNUJS
5. Mr. Nandan Nawn, Member  
Lecturer in Economics, WBNUJS.
6. Mr. Anirban Mazumder, Member,  
Lecturer in Law, WBNUJS

Mr. Niharendu Konar, Registrar, WBNUJS was also present as the Ex-Officio Secretary to the Committee.

Hon'ble Mrs. Justice Ruma Pal, Special Invitee, Former Judge of Supreme Court of India, Kolkata, Hon'ble Mr. Justice P. C. Ghose, Member, Judge, Calcutta High Court, Kolkata, Mr. Balai Chandra Ray, Member, Advocate General, West Bengal, Dr. Tapas Banerjee, Sr. Advocate, Calcutta High Court, Mr. A. K. Roy, Member, Secretary to the Govt. of West Bengal, Judicial Department, Mr. D. C. Chakroborty, Jt. Secretary, Higher Education, Government of West Bengal, Principal Secretary, Finance Department, Govt. of West Bengal, Member, Mr. Satrajit Choudhuri, Permanent Invitee could not attend the meeting due to preoccupations.

# The West Bengal National University of Juridical Sciences

**Minutes of the 29<sup>th</sup> Meeting of the Standing Committee of  
WBNUJS held on ~~Saturday~~ <sup>Tuesday</sup>, 2 December 2008.**

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
1.	Confirmation of the minutes of the 28 <sup>th</sup> Meeting of the Standing Committee held on 1 November 2008.	The Minutes of the 28 <sup>th</sup> Meeting of the Standing Committee held on 1 November 2008 were confirmed.	
2.	Sale of University Mini Bus.	<p>The matter arises out of the 25<sup>th</sup> meeting of the Standing Committee dated : 21/6/2008. The Standing Committee had resolved that the University may invite bids for the sale of the bus. The University had also approached Automobile Association of Eastern India for a reserved price/present value of the bus to enable the University to sell the bus. They have given a reserve price of Rs. 1 Lakh after inspection of the University Mini Bus. Subsequently the University invited bids by way of public advertisement in "Anandabazar Patrika". The sealed tenders received for sale of university minibus, were opened on 26.09.2008 at 3.00 p.m. in room no. 006 in the presence of the Registrar, AR(Admin), Accounts Officer and Secretary, Purchase Committee along with representatives of bidders. Total 25 (Twenty five) sealed tenders were received and opened on that day. The highest price for sale of university minibus has been quoted by Mr. Shyamal Bera of 26H/17, Radha Madhab Dutta Garden Lane, Belegkata, Kolkata – 700 010 and the price offered by him is Rs. 2,11,000/- (Rupees Two lakhs eleven thousand only). The University accordingly wrote to him to confirm his bid formally. Mr. Bera has confirmed his bid. The University proposes to sell the Mini Bus at Rs. 211000/- to Mr. Shyamal Bera of 26H/17, Radha Madhab Dutta Garden Lane, Belegkata, Kolkata – 700 010.</p> <p><b><u>RESOLUTION</u></b> The Standing Committee accepted the proposal of selling the University Mini Bus to Mr. Shyamal Bera.</p>	Reply from Mr. Bera is awaited.

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
3.	Finalisation of contractor for Civil and General interior work in the University Auditorium	<p>The University has received a report in regard to finalisation of contractor for the Civil and General interior work to be undertaken for the completion of the University Auditorium from M/s.Polaris. Their report was placed along with the report of the Visiting University Engineer Mr.B.Guha Roy.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standing Committee accepted the recommendation of M/s. Polaris along with their detailed analysis report in confirmation with their recommendation.</p> <p>As recommended by M/s.Polaris the work order is to be placed on M/s.Curtain Centre who are also offering an overall discount of 7 % on their quoted rates.</p> <p>M/s.Polaris who were present in the meeting also stated that the rates submitted by M/s.Satellite Electronics appears to be too low and not at par with current market rates. M/s.Polaris also felt that M/s.Satellite Electronics will perhaps compromise on quality since their rates are lower than current market rates. It was also observed that if the civil and general interior work is granted to M/s. Curtain Centre than they will be able to coordinate and complete the work in time since they are already working on the Auditorium Acoustic treatment work. The Sample chairs for the University auditorium were also placed in the meeting and the Standing Committee selected the sample chair shown by M/s.Curtain Centre for installation in the University Auditorium.</p> <p>The Standing committee directed that the University should issue the work order to M/s.Curtain Centre after having it vetted by the Accounts Officer and Mr. B.Guha Roy, the Visiting University Engineer .</p> <p>The Standing Committee also accepted the request received from M/s.Curtain Centre for a 10% mobilisation advance on the total value of the order.</p> <p>It also directed that the work of the contractor M/s. Curtain Centre should be supervised by the visiting University engineer Mr.B.Guha Roy.</p>	ERE

	<p><b><u>Additional Agenda</u></b></p> <p><b><u>Renovation of Vice Chancellor's Room and Ante chamber.</u></b></p>	<p>The matter arises out of the 26<sup>th</sup> meeting of the Standing Committee dated : 2/8/2008.(Agenda Item No: 9). The University had proposed to renovate the Vice Chancellor's room and ante chamber. Accordingly quotations were obtained from selective interior designers/decorators and tabulated by the University under the supervision and advice of the Visiting University Engineer, Mr. B. Guha Ray. The Lowest received tender was from M/s Décor X Interior Pvt Ltd , and on further negotiation they gave a discount of 6% on the quoted amount. Accordingly, the University placed an order on M/s.Decor X Interior Pvt. Ltd for Rs.312368/-. The University also made provision for this expenditure in the revised budget estimates 2008-09.The expenditure is to be booked under Furniture &amp; Fixture A/C/Campus Maintenance A/c as relevant to the items concerned.</p> <p>Subsequently, the University had consulted the Government Architect who suggested further renovation and also redesign of the Vice Chancellor's chamber. Accordingly on the suggestion of the Government Architect and the University Engineer fresh quotations were obtained from the firms who had quoted for the earlier proposed work. Accordingly the quotations obtained were tabulated and placed in the meeting.</p> <p><b><u>RESOLUTION</u></b></p> <p>The Standng Committee accepted the proposal with the direction that the proposal may also be placed in the next meeting of the Finance Committee.</p>	
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### **Agenda Item No:3**

#### **Appointment of Dr.Gautam Ray**

The matter arises out of the 23rd meeting of the Standing Committee dated 1/3/2008( Agenda Item No:2). Dr. Gautam Ray, Commissioner of Customs, Kolkata(Annexure 3 A) approached the University for teaching in the University. Accordingly a proposal had been worked out and placed in the meeting of the Standing Committee.The Standing Committee approved the appointment of Dr.Gautam Ray on lien from the Central Government and also directed the University to approach the Government for his one year deputation. Accordingly, the University has now received a letter from the Ministry of Finance confirming his deputation to the University as a Professor for a period of one year in the pay band- 4(Pay Scale Rs.37000-67000) with a Grade Pay of Rs.10000/-(Annexure 3B).

Appointment of teachers at NUJS is made in accordance with second proviso to clause 9(1) and clause 17 schedule to WBNUJS Act 1999 [NUJS Regulation Chapter II, Clause B]. Teachers can also be appointed by invitation, which covers the instant proposal. Powers to appoint teachers has been vested with the Executive Council in Clause 9(1) of the Schedule ibid.Particular of service of Dr. Ray, as ascertained from him, are as under:

<i>Date of Birth:</i>	01.07.1955
<i>Date of Joining:</i>	July 1979
<i>Old Scale of Pay:</i>	Rs 18400-500-24400

*Revised Scale of Pay as per office order F.No. A-35017/33/2008-Ad.II dated 22<sup>nd</sup> December, 2008*

<i>Pay Band:</i>	Rs. 37000-67000
<i>Increment:</i>	1 <sup>st</sup> July every year
<i>Whether belonging to CCS(IRS) since beginning:</i>	Yes

Appointment of Dr. Ray can be made in terms of the DOPT order dated 05.01.1994, as amended from time to time, with the prior concurrence of Central Government ( Lending Department).(Annexure 3C).

In the event of the proposal being favourably considered, Dr. Ray will be entitled to remunerations etc. as follows:

1. **Pay & Allowances:** The pay band of Professor in the University (Rs 37400-67000) is higher than the pay band attached to the post held by Dr. Ray in the Central Government.  
Pay and allowances to be authorised to him initially are as under:

	01.03.09-30.06.09	01.07.09 – 28.02.10
Pay: Rs	43,000	44,590
AGP: Rs	10,000	10,000
DA: Rs	8480	8734
HRA: Rs	15900	16377
Transport Allowance: Rs	3712	3712
<b>Rs</b>	<b>81,092 per month</b>	<b>83,413 per month</b>
<b>Rs. 9,91,672 per annum</b>		

2. **Increment:** He will be granted increments as due in his parent office, i.e. in July every year.
3. **Accommodation:** Dr. Ray is presently occupying official accommodation at Dover Lane for which he does not draw HRA and is required to pay a nominal licence fee. Assuming that he is permitted to retain the accommodation while on deputation. It is likely that he may vacate the Govt. accommodation after joining the University, which cannot be ensured at this stage.
4. **Other allowances and benefits:** Benefits like use of official car and official telephones, as are being provided to Dr. Ray by the Central Government, may not be extended as these are not available to Professors of NUJS.
5. **Medical Facilities:** Dr. Ray is a CGHS beneficiary. However, since NUJS is not covered by the Scheme, he will be entitled to draw Rs. 3600.00 per annum according to NUJS Healthcare Benefit Scheme.



6. **Pension Contribution & Leave Salary** : NUJS being an autonomous body, is liable to pay to the Central Government Foreign service contributions as per norms, which is calculated below:

**Pension Contribution**

Period	Max. of Grade Pay + DP (RS.)	Length of Service	% of Contribution	Monthly rate of Contribution Months (Rs.)	Months	Amount (Rs.)
1.3.09 - 31.10.09	36600	29-30	23	8418	8	67344
1.11.09 - 28.02.09	36600	31-32	23		4	33672
						101016

**Leave Salary Contribution**

Period	Grade Pay + DP (RS.)	% rate of contribution	Monthly rate	Months	Amount (Rs.)
1.3.09- 30.06.09	53000	11	5830	4	23320
1.7.09 - 28.02.09	54590	11	6005	8	48040
					71360
<b>Total Contribution : Leave Salary Contribution + Pension Contribution</b>					
<b>1,72,376</b>					

Note :- As the decision of the Govt. Of India in regard to determination of maximum of grade pay (i.e. whether as per maximum of Pay Band like maximum of pay scale of the pre-revised scale or otherwise) is awaited, calculation of pension contribution in respect of Dr. Ray have been made according to the formula adopted by the Govt. of India earlier

in such cases. On receipt of clear interpretation/government order in this regard, differences, if any, will be calculated and adjusted accordingly. In the case of leave salary contribution, no such clarification is required and therefore done as per existing rules.

The University may like to consider making an offer to Dr. Ray specifying in details its expectation of his services as a Professor and the remuneration etc. that may be paid to him as per prevailing rules.

Submitted for consideration.

**Dr. Gautam Ray**  
**Commissioner of Customs, Kolkata**  
e-mail: gautamray79@hotmail.com  
Phone: 2461-8585 @  
2243-5372(o)

**Education**

- M.A.(Economics) and Ph.D (Boston University)
- Bachelor of Laws (LL.B.) (Delhi University)
- M.Sc. (Chemistry) (Calcutta University)
- B.Sc. (Honours) (Chemistry) (Presidency College, Calcutta)

**Experience Summary**

- Commissioner of Customs, Kolkata since September 2005
- Secretary, Raja J. Chelliah Committee on Tax Reforms responsible for preparation of the report on indirect taxes and tariff (1991 through 1993)
- Director (Fiscal policy) & O.S.D to Prof. Raja.J. Chelliah, Minister-of-State in charge of Fiscal Affairs, Ministry of Finance, Government of India and was responsible for monitoring implementation of Chelliah Committee Report including introduction of services tax and capacity building for introduction of value added tax replacing sales tax in states ( 1993-1995)
- Also held the posts of Commissioner of Central Excise and Service Tax; Commissioner of Settlement Commission, Customs and Central Excise; Deputy Secretary, Ministry of Welfare, Government of India; Under Secretary (Tax Research Unit), Ministry of Finance, Government of India; Assistant Director, Eastern Regional Training Institute, Customs and Central excise; and Assistant Collector, Central Excise, Hooghly Division, West Bengal
- Worked as Coordinator of the World Bank aided program "Capacity Building for Introduction of Value Added Tax in India" in 1994-95.
- Taught International Finance, Business Finance, International Financial Management, Money and Capital Market, and Modeling Business Decisions and Outcomes at the Department of Finance and Economics, Boston University School of Management.
- Developed models linking economic growth with investments on knowledge-capital and social capital, and a general equilibrium model capturing the contribution of transport infrastructure network in economic growth
- Represented government of India in various official delegations in Japan, Indonesia, Thailand, Singapore
- Two (2) years experience in training revenue officials of Eastern Region of India.
- Designed training module, curricula and coursework for these officials

**Recent Awards and Honors**

- Visited Center for Transportation Studies, Boston University in Fall 2004
- Visited Graduate School of Civil Engineering, Kyoto University in November-December, 1999.

- Awarded World Bank Graduate Scholarship in 1995 by the Economic Development Institute, World Bank.
- Empanelled as a fiscal expert in International Monetary Fund, Washington D.C in September 1993
- Represented India in the 8<sup>th</sup> Asian Administrators Program held in Tokyo in 1991.
- Provided technical assistance to a delegation of finance ministers of state governments in their study tour of VAT in selected developing countries in 1994-95.

#### of Recent Papers

- Ray Gautam 2007 "Acquisition of Agricultural Land for Capital Investment: Perspective from A Growth-Theoretic Framework" Mimeo
- Ray Gautam 2007 "Union Budget 2007-2008- An Appraisal" Presented at Bengal National Chamber of Commerce and Industries on 2<sup>nd</sup> March, 2007
- Ray, Gautam 2006 "Endogenous Growth and Regional Development: A New Modeling Approach" in Kobayashi, Lakshmanan, and Anderson (eds), *"Structural Change in the Transportation and Communication in the Knowledge Society"*, Northampton, MA: Edward Elgar Publishing, Inc.
- Ray Gautam 2006 "India's Foreign Trade: Emerging Trends and Future Scenario" Presented at the Workshop organized by Finance and Investment Club, Indian Institute of Management, Kolkata on November 27, 2006.
- Ray Gautam 2006 "TRIPS Compliant Measures for Enforcement of Intellectual Property Rights in India" Key-note address at the Conference on IPR organized jointly by CII and US Embassy at Kolkata on 8<sup>th</sup> May, 2006.
- Ray Gautam 2006 "Role of Customs in Enforcement of IPR" Special Address at the conference on IPR organized jointly by CII and US Embassy at Kolkata on May 9, 2006
- Ray Gautam 2005 "Policy Perspectives for Liberalizing India's Education System" Mimeo
- Ray Gautam 2005 "Measuring output and productivity in government offices" Mimeo
- Ray Gautam 2004 "Using the CENVAT model to calculate State-level VAT" *The Economic Times*, Kolkata, July 7, page 11
- Ray, Gautam 2004 "A Model for Estimating Evasion of VAT in Selected Manufacturing Companies in India". Mimeo
- Ray, Gautam, Lakshmanan, T.R. and Anderson, William P. 2001 "Increasing Returns to Scale Inherent In Affluent Knowledge-Rich Economies: A Theoretical Inquiry" *Growth and Change*, 32(4): 491-510
- Ray, Gautam. "Mechanics of Economic Growth and Development in Knowledge-Driven Economies: A Unifying Analytical Framework" *Working Paper Series*, June 2000, Center for Transportation Studies, Boston University, Boston. Presented at the International Symposium on Transportation and Communication held at Kyoto University between 29<sup>th</sup> and 31<sup>st</sup> May 2000.
- Ray, Gautam "Modeling Transportation and Land use in A General Equilibrium Framework" Presented at the International Symposium on Transportation and Communication organized jointly by the Center for Transportation Studies, Boston

University and the School of Civil Engineering, Kyoto University held at Boston on the 18<sup>th</sup> and 19<sup>th</sup> October, 1999.

27.12.08 By Speed Post  
*Signature - 3B*

F.No.A-35017/33/2008-Ad.II  
Government of India  
Ministry of Finance  
— Department of Revenue  
Central Board of Excise & Customs

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North Block, New Delhi  
Dated, the 22nd December, 2008

To

The Registrar,  
West Bengal National University of Juridical Sciences,  
Dr. Ambedkar Bhawan,  
12-LB Block, Sector-III, Salt Lake City,  
Kolkata - 700 098

Subject: Appointment of Dr. Gautam Ray, IRS as Professor of Law on deputation basis in  
the West Bengal National University of Juridical Sciences - regarding

Sir,

I am directed to refer to your letter No.NUJS/Admin/2008 dated 11.09.2008 on the subject mentioned above and to convey cadre clearance and vigilance clearance in respect of Dr. Gautam Ray, IRS(C&CE:1979) for his appointment as Professor of Law in the West Bengal National University of Juridical Sciences (WBNUJS) on deputation basis for a period of one year from the date of his joining. Following acceptance of recommendations of the 6th Central Pay Commission, Dr. Gautam Ray has been placed in the Pay Band – 4 (Pay-Scale : Rs.37000-67000) with a Grade Pay of Rs.10000/- per month. The pay of Dr. Ray may be protected in terms of DOP&T's instructions on the subject, as undertaken by the WBNUJS in their earlier reference dated 08.05.2008.

2. It is requested that the offer of appointment alongwith terms & conditions for deputation of Dr. Ray may be sent to this Department so as to decide the date of his relieving after finalisation all terms & conditions.

Yours faithfully,

*R. Sanhwal*

( R. Sanhwal )

Dy. Secretary to the Government of India

Telefax : 2309 2401

*Annexure - 3c*

No.2/29/91-Estt(Pay II)  
Government of India  
Ministry of Personnel Public Grievances & pensions  
Department of Personnel & Training

New Delhi, the 5<sup>th</sup> Jan.94

**OFFICE MEMORANDUM**

**Subject :-** Transfer on deputation/foreign service of Central Govt. Employees to ex-cadre posts under the Central Govt./ State Govts./Public Sector Undertakings /Autonomous Bodies Universities/UT Administration, Local Bodies etc. and Vice - versa - Regulation of pay, deputation (duty) Allowance, tenure of deputation / foreign service and Other terms and conditions – regarding

A need has been felt for some time past to consolidate at one place the various instructions/orders that have been issued from time to time and are still in force on the above mentioned subject. It was also felt necessary to review the entire matter and bring about rationalization and uniformity in the instructions/orders. Accordingly it has been decided to bring out a self-contained O.M. on the subject incorporating the provisions of various orders quoted in the margin, with suitable modification, where necessary. The Ministry of Finance, etc. are requested to bring to the notice of all administrative Ministries concerned the contents of this O.M. for information, guidance and compliance.

**2. Application**

2.1 These orders will apply to all Central Govt. employees who are regularly appointed on deputation/foreign service in accordance with Recruitment Rules of the ex-cadre posts under the same or some other Departments of Central Govt. or under the State Governments/Union Territories Administration /Local Bodies or Under Central/State PSUs/Autonomous Bodies etc. (where such foreign service has been permitted in relaxation of appointment on immediate absorption conditions). These orders will also cover the cases of regular appointment as per Recruitment Rules in the Central Government on deputation/foreign service of employees of State Government /Central/State PSUs/Autonomous bodies, Local Bodies etc. However, the following cases shall not be covered under these orders for whom separate orders exist:-

- (a) Members of the All India Services and those deputed to posts whose terms are regulated under specific statutory rules or orders;
- (b) Officers appointed on deputation to posts in the Central Secretariat such as Under Secretary, Deputy Secretary, Director, Joint Secretary, Additional Secretary, Secretary etc. for whom separate orders as issued from time to time will continue to apply;
- (c) Deputation to posts outside India;
- (d) Appointments of a specific category of employees to a specified class of posts where special orders are already in existence such as appointments made in the Personal Staff of Minister etc., to the extent the provisions contained therein are at a variance with those contained in these orders;
- (e) Appointments of the nature of deemed deputation or transfers to ex-cadre posts made in exigencies of service with the specific condition that no deputation(duty) allowance to be admissible –e.g.
  - (i) interim arrangements in the event of conversion of a Govt. office/organisation or a portion thereof into a PSU/autonomous body or vice versa; and (ii) appointments to the same post in another cadre.

**3. Scope of Term 'deputation/foreign service – Restrictions on treating an appointment as On deputation/foreign service.**

**3.1 The term deputation/foreign service will cover only those appointments that are made by transfer on a temporary basis provided the transfer is outside the normal field of deployment and is in the public interest.**

The question whether the transfer is outside the normal field of deployment or not will be decided by the authority which controls the service or post from which the employee is transferred.

**3.2 Appointment of serving employees made either by promotion or by direct recruitment with open market candidates whether on permanent or temporary basis shall not be regarded as deputation/foreign service.**

**3.3 Permanent appointment made by transfer will also not be treated as deputation/foreign service.**

**3.4 Temporary appointment made on the basis of personal requests of employees will also not be treated as deputation/foreign service.**

**3.5 In case of appointments on deputation/foreign service from Central Govt. to Central Govt. and in those cases where the scale of pay and dearness allowance in the parent cadre post and ex-cadre post are similar a person in a higher scale of pay shall not be appointed on deputation to a post in a lower scale of pay.**

**3.6 In case of appointment on deputation/foreign service from Central Govt. to Public Sector Undertaking and in those cases where the pay scale and DA in the parent cadre post and ex-cadre post are dissimilar, no appointment on deputation/foreign service shall be made if by raising the grade pay by one increment plus dearness allowance(s) including interim relief, if any, admissible to a person in parent cadre post exceeds the emoluments comprising pay plus dearness allowance(s) including interim relief, if any at the maximum of the ex-cadre post.**

**4. Exercise of option**

**4.1 An employee appointed on deputation/foreign service may elect to draw either the pay in the scale of pay of deputation/foreign service post or his basic pay in the parent cadre plus deputation(duty) allowance thereon plus personal pay, if any.**

**4.2 The borrowing authority should obtain the option of the employee within one month from the date of joining the ex-cadre post unless the employee has himself furnished the option.**

**4.3 The option once exercised shall be final. However, the employee may revise the option under the following circumstances which will be affective from the date of occurrence of the same.**

(a) When he receives proforma promotion or is appointed to non-functional selection grade in his parent cadre.

(b) When he is reverted to a lower grade in his parent cadre;

(c) When the scale of pay of the parent post on the basis of which his emoluments are regulated during deputation/foreign service or of the ex-cadre post held by the employee on deputation/foreign service is revised either prospectively or from a retrospective date.

(d) Based on the revised/same option of the employees, in the event of proforma promotion appointment to non-functional Selection Grade revision of scales of pay in the parent cadre, the pay of deputationists will be refixed with reference to the revised entitlement of pay in the parent cadre. However, if the initial option was for the pay scale of the deputation post and no change in



option already exercised is envisaged the pay already drawn in deputation post will be protected if the pay refixed is less.

Note: Revision in the rates of DA, HRA or other allowance either in the parent or borrowing organisation shall not be an occasion for revision of the earlier option.

- 4.4 If the pay of an employee in his cadre post undergoes downward revision, the pay in the ex-cadre post is also liable to be refixed on the basis of revised pay and in accordance with the revised option or existing option if the employee does not revise his option.

## 5. Pay fixation

- 5.1 When an employee on deputation/foreign service elects to draw in the scale of pay attached to the ex-cadre post, his pay may be fixed as under;

(i) Deputation from Central Govt. to Central Govt.

Pay may be fixed under normal rules.

(ii) In foreign service/Reverse Foreign Service

(a) when the pay scale of the post in the parent cadre and that attached to ex-cadre post are based on same index level and the DA pattern is also same, the pay may be fixed under the normal, Fundamental Rules.

(b) If the appointment is made to a post whose pay structure and/or DA pattern is dissimilar to that in the parent organisation, pay may be fixed by adding to his grade pay, one increment in the scale of his regular parent post (and if was drawing pay at the maximum of the scale, by the increment last drawn) and equating the pay so raised plus dearness allowance (and additional or ad-hoc dearness Allowance, Interim relief etc., if any) with emoluments comprising of pay plus DA, ADA, Interim relief etc., if any, admissible, in the borrowing organisation and the pay may be fixed at the stage in the pay scale of the ex-cadre post at which total emoluments admissible in ex-cadre post as above equal the emoluments drawn in the cadre and if there is no such stage, pay may be fixed at the next higher stage;

(iii) pay fixed under (i) and (ii) shall neither be less than the minimum of the scale of the ex-cadre post nor shall it exceed the maximum of that scale;

- 5.2 In cases of appointment from one ex-cadre post to another ex-cadre post where the employee opts to draw pay in the scale of the ex-cadre post, the pay in the second or subsequent ex-cadre posts, should be fixed under the normal rules as with reference to pay in the cadre post only. In respect of appointments to ex-cadre posts on time scale of pay identical with the time scale of pay of ex-cadre post(s) held on an earlier occasion(s) the benefit of proviso 1 (iii) to FR 22 will be admissible.

- 5.3 In cases of appointments to a second or subsequent ex-cadre post(s) in a higher pay scale than that of the previous ex-cadre post, the pay may be fixed with reference to the pay drawn in the cadre post and if the pay so fixed happens to be less than the pay drawn in the previous ex-cadre post, the difference may be allowed as personal pay to be absorbed in future increases in pay. This is subject to the condition that on both the occasions the employees should have opted to draw pay in the scales of pay attached to the ex-cadre posts.

Note-1 : The term parent post basic pay means the post held on regular basis in the parent organisation and pay drawn/admissible in such a post respectively.

Note-2 : An officer who may be holding a higher post on adhoc basis in the cadre at the time of proceeding on deputation/foreign service would be considered to have vacated the post held on adhoc basis and proceeded on deputation/foreign service from his regular post. During his

deputation/foreign service, he shall earn notional increments, in his regular post only. On his reversion if he is re-appointed to the higher post on regular or ad-hoc basis his pay will get fixed with reference to the pay admissible in the lower post as on date of promotion. In such cases, if his pay gets fixed at a stage lower than that of his junior(s) who continued to serve in the cadre, no stepping up will be admissible as per extent rules in so far as Central Govt. employees are concerned. However, if the pay so fixed is less than the pay drawn earlier while holding the post on ad-hoc basis the pay earlier drawn will be protected. Therefore, those Central Government employees who are already holding a higher post on ad-hoc basis or expecting it shortly in the parent cadre may weigh all relevant considerations before opting for deputation/foreign service. This note of caution will be applicable to employees of other organisations wishing to apply for posts on deputation in Central Govt. if government by similar rules in parent organisation.

**Note-3 :** Pay of officer appointed on deputation/foreign Service on adhoc basis pending selection of a regular incumbent may also be regulated in accordance with provisions of Para 5.1 & 6.1 of this O.M. subject to the condition that if the said officer does not fulfill the eligibility conditions laid down in the Recruitment Rules of the ex-cadre post, his pay in the scale of the ex-cadre post, if so opted, shall be subject to the restrictions under FR 35. Where the Recruitment Rules of the post have not been notified, such restrictions may be enforced if he is ineligible to hold a post in equivalent/analogous grade in his own cadre. This will also cover appointments in personal staff of dignitaries other than Ministers who have been allowed to make appointments of their personal staff at their discretion.

**Note-4 :** The provisions of this Rule as well as Rule 6 will not apply to appointments on Personal Staff of Ministers. Such appointments will be regulated by separate specific orders issued by the Govt. in that behalf.

#### **6. Deputation (duty) Allowance**

**6.1** The deputation(duty) allowance admissible shall be at the following rates:

- (a)** 5% of the employee's basic pay subject to a maximum of Rs.250/-p.m. when the transfer is within the same station;
- (b)** 10% of the employee's basic pay subject to a maximum of Rs.500/-p.m. in all other cases;

The deputation(duty) allowance as above shall be further restricted as under:-

- (i)** Pay Plus Deputation (duty) Allowance does not exceed the maximum of scale of pay of ex-cadre post;
- (ii)** In the cases where pay scales are dissimilar then pay plus deputation(duty) allowance plus DA/ADA/IR etc. does not exceed the pay at the maximum of ex-cadre post plus DA & IR etc.
- (iii)** Pay plus deputation (duty) allowance as above shall at no time exceed Rs.7300/-p.m..

**Note:1.** The term 'same station' for this purpose will be determined with reference to the station where the persons was on duty before proceeding on deputation.

**Note:2.** When there is no change in the headquarters with reference to the last post held, the transfer should be treated as with in the same station and when there is change in headquarters it would be treated as not in the same station. So far as places falling within the same urban agglomeration of the old headquarters are concerned they would be treated as transfer within the same station.

**6.2** Special rates of deputation(duty) allowance may be admissible under separate orders in any particular area on account of the condition of living there being particularly arduous or unattractive. Where special rate is more favourable then that under para 6.1 above, employees deputed to the area will be given the benefit of the special rate.

- 6.3 Whenever extension of the period of deputation for the fifth year or the second year in excess of the period prescribed in the Recruitment Rules is granted, it would be on the specific understanding that the officer would not be entitled to draw deputation(duty) allowance. The officers who opted to draw pay in the scale of the ex-cadre post shall however continue to draw pay in that scale during the extended tenure also.
- 6.4 If an employee with the permission of the competent authority proceeds on deputation/foreign service from one ex-cadre post to another ex-cadre post in the same or another organization without reverting to his parent cadre, and if the second ex-cadre post is at the same station as the first ex-cadre post, then the rate of deputation (duty) allowance would remain unchanged.
- 6.5 In cases where a person on deputation/foreign service is transferred by the borrowing authority from one station to another without any change in the post held by him, the rate of deputation (duty) allowance will remain the same as was decided at the time of initial posting and will not undergo any change.
7. Admissibility of other pay allowances & benefits While on deputation/foreign service.
- 7.1 Any project allowance admissible in a project area in the borrowing organisation may be drawn in addition to deputation (duty) allowance.
- 7.2 Any special pay granted to an employee in the parent Department under FR 9(25) or a corresponding rule of parent organisation should not be allowed in addition to deputation (duty) allowance. However the borrowing department may allow in addition to deputation (duty) allowance under special circumstances any special pay attached to the post held by the employee in his/her parent Department, by suitably restricting the deputation (duty) allowance. This will require the specific and prior approval of department of Personnel & Training.
- 7.3 In case special pay is attached to the scale of pay of the ex-cadre post and the employee has opted to draw pay also in that scale, in addition to his pay in that scale, he will also be entitled to draw such special pay. However, such special pay will not be admissible if he has opted to draw grade pay plus deputation allowance.
- 7.4 Personal pay, if any, drawn by an employee in his parent department will continue to be admissible on deputation/foreign service if he opts to draw grade pay plus deputation allowance. No deputation allowance on this personal pay will however, be admissible.
- 7.5 Increments:- The employee will draw increment in the parent grade or in the grade attached to the deputation post as the case may be, depending on whether he has opted for his own grade pay plus deputation (duty) allowance or the time scale of the deputation post. If he has opted for time scale of the deputation post, notional increment shall also continue to accrue to him in the post held on regular basis in parent cadre/organisation for the purpose of regulation of pay on reversion back to parent post at the end of tenure.
- 7.6 Admissibility of allowances and benefits While on deputation/foreign service.
- (a) such allowances as are not admissible to regular employees of corresponding status in the borrowing organisation, shall not be admissible to the officer on deputation/ foreign service, even if they were admissible in the parent organisation:
- (b) Following allowances will be regulated with mutual consent of the lending and borrowing organisation:
- (i) HRA/CCA
- (ii) Joining Time and Joining Time Pay.

(iii) Travelling Allowances and Transfer T.A.

(iv) Children Education Allowance.

(v) LTC.

(c) Following Allowances/Facilities will be regulated in accordance with the rules as explained against each.

(i) Dearness Allowance- The employee shall be entitled to dearness allowance at the rates prevailing in the borrowing organisation or in the lending organisation depending on whether he has opted for to draw pay on the time scale of the ex-cadre post or his own grade pay plus deputation (duty) allowance.

(ii) Medical Facilities – This will be regulated in accordance with the rules of borrowing organisation.

(iii) Leave – An officer on deputation/foreign service shall be regulated by the leave Rules of the parent organisation. If however an employee proceeds from vacation department to non-vacation department, or vice-versa, he shall be governed by leave Rules of the borrowing organisation. At the time of reversion from the deputation post to the parent cadre, the borrowing organisation may allow him-her leave not exceeding two months. The employee should apply for further leave to his cadre controlling authority.

#### 7.7 Leave salary and Pension Contribution.

(i) As at present allocation of leave salary and pension contribution between different Ministries/Departments of Central Govt. and between Central and State Govt. has been dispensed with. In such cases of deputation from Central Govt. to State Govt. and vice-versa, liability for bearing leave salary vests with the Department from which the officer proceeds on leave or which sanctioned leave and no contributions are payable to the landing organisation. Liability for pension/employee's contribution to CPF will be borne by the parent department, to which the officer permanently belongs at the time of retirement and no proportionate contribution will be recovered.

(ii) In case of deputation of central Govt. employees on foreign services to Central Govt. employees on foreign services to Central Public Sector Undertakings/state Public Sector Undertakings and Autonomous Bodies/etc. leave salary contribution (except for the period of leave availed on foreign service) and pension Contribution/CPF (Employer's share) contribution are required to be paid either by the employee himself or by the borrowing organisation to the Central Govt.

(iii) In cases of reverse deputation from Central Public Sector Undertakings/State Public Sector Undertakings, Autonomous Bodies to Central Govt. the question regarding leave salary and pension contribution will be decided by mutual consent.

#### 8. Tenure of deputation/foreign service.

8.1 The period of deputation/foreign service shall be subject to a maximum of three years in all cases except for those posts where a longer period of tenure is prescribed in the Recruitment Rules.

8.2 The Administrative Ministry/borrowing organisation may grant extension beyond this limit upto one year, after obtaining orders of their Secretary (in the Central Govt. and Chief Secretary in the State Govt.). Equivalent level officer in other cases where such extension is considered in public interest.

8.3 The borrowing Ministries/Departments/Organisations may extend the period of deputation for the fifth year or for the second year in excess of the period prescribed in the Recruitment Rules where absolutely necessary, subject to the following conditions;

- (i) while according extension for the fifth year, or the second year in excess of the period prescribed in the Recruitment Rules the directive issued for rigid application of the tenure rules should be taken into consideration and only in rare and exceptional circumstances such extension should be granted.
- (ii) The extension should be strictly in public interest and with the specific prior approval of the concerned Minister of the borrowing Ministry/Department and in respect of other organisation, with the approval of the Minister of Ministry/Department with which they are administratively attached.
- (iii) Where such extension is granted, it would be on the specific understanding that the officer would not be entitled to draw deputation (duty) allowance.
- (iv) The extension would be subject to the prior approval of the lending organisation, the officer on deputation, and wherever necessary, the UPSC/State Public Service Commission and Appointments Committee of the Cabinet (ACC).
- (v) If the borrowing organisation wishes to retain an officer beyond the prescribed tenure, it shall initiate action as above for seeking concurrence of lending organisation, individual concerned etc. 6 months before the date of expiry of tenure. In no case it should retain an officer beyond the sanctioned term unless concurrence of lending organisation has been received.

**Note:-** For extension of foreign service of Central Government officers to Public Sector Undertakings beyond 3 years, approval of ACC would be necessary in terms of instruction of Department of Public Enterprises on the subject.

- 8.4 In cases where extension is beyond the fifth year or second year in excess of the period prescribed in the Recruitment Rules, the same would be allowed only after obtaining the approval of the Department of Personnel and Training whether Central Govt. is the lending organisation or the borrowing organisation, proposal in this regard should reach this Department with the approval of the Minister of the borrowing department at least three months before the expiry of the extended tenure with full particulars. A check-list for such particulars is annexed.
- 8.5 When extension of period of deputation/foreign service for the first and the second year in excess of period prescribed in the Recruitment Rules is considered by the borrowing organisation under power delegated to them, the period for extension may be so decided upon so as to ensure that officer concerned is allowed to continue on deputation till the completion of academic year in cases where the officer has school/college going children. No proposal for further extension beyond the second year in excess of period prescribed in the RRs shall be forwarded to this Department on the consideration that the officer has school/college going children. Extension beyond this period will be considered only if it is strictly in public interest.
- 8.6 For computing the total period of deputation/foreign service the period of deputation/foreign service in another ex-cadre post(s) held preceding the current appointment without a break in the same or some other organisation shall also be taken into account.
- 8.7 If during the period of deputation/foreign service the basic pay of an employee exceeds the maximum of the scale of pay of the post or the fixed pay of the post, on account of proforma promotion in his cadre under the next Below Rule or otherwise, the deputation/foreign service of the employee should be restricted to a maximum period of six months from the date on which his pay exceeds such maximum and he should be reverted to his parent department within the said period.
- 8.8 If during the period of deputation, on account of proforma promotion in the parent cadre under the Next Below Rule, the employee becomes entitled to a scale of pay higher than the scale of pay attached to the ex-cadre post, he may be allowed to complete the normal tenure of deputation subject to 8.7 above but no further extension of the period of deputation should be allowed in such cases.

9. Premature reversion of deputationist to parent cadre.

Normally, when an employee is appointed on deputation/ foreign service, his services are placed at the disposal of the parent Ministry/Department at the end of the tenure. However, as and when a situation arises for premature reversion to the parent cadre of the deputationist, his services could be so returned after giving advance intimation of reasonable period of the lending Ministry/Department and the employee concerned.

10. Relaxation of conditions.

Any relaxation of these terms and conditions will require the prior concurrence of the department of Personnel & Training.

11. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders are being issued after consultation with the comptroller and Auditor General of India.

12. These orders take effect from the date of issue. In case of persons already on deputation/foreign service, if the modification incorporated in these orders are not beneficial, he/she may opt to retain the earlier term(s).

(Hindi version will follow).

*Revathy Iyer*  
(Smt. Revathy Iyer)  
Deputy Secretary to the Govt. of India

To

All Ministries/Departments of the Govt. of India etc

No.2/29/91-Estt. Pay II  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training

New Delhi, the 20<sup>th</sup> June 2006

OFFICE MEMORANDUM

Subject: Deputation of Central Government Employees to ex-cadre posts under Central/State Governments and on Foreign Service to Central/State PSUs/Autonomous Bodies.

Reference is invited to this Department's OM of even number dated 5<sup>th</sup> January 1994 which lays down the guidelines relating to deputation of Central Government Employees to ex-cadre posts under Central/State Governments and on Foreign Service to Central/State PSUs/Autonomous Bodies.

Para 8.8 of this OM lays down that if during the period of deputation, on account of pro-forma promotion in the parent cadre under the Next Below Rule, the employee becomes entitled to a scale of pay higher than the scale of pay attached to the ex-cadre post, he may be allowed to complete the normal tenure of deputation, subject to the provisions laid down in Para 8.7 but no further extension of the period of deputation should be allowed in such cases.

The proposal for incorporating a provision for making the officers on deputation eligible for the benefit of pro-forma promotion if it becomes due to them while they are in the extended period of deputation, has been under consideration of the Government. It has now been decided that if an officer becomes due for pro-forma promotion in his parent cadre while in the extended period of deputation, he may be allowed the benefit of pro-forma promotion and complete the extended tenure already sanctioned but may not be given any further extension in the deputation period.

Accordingly, Para 8.8 of OM dated 5.1.94 is amended to read as under:

8.8. If during the period of deputation, on account of pro-forma promotion in the parent cadre under the Next Below Rule, the employee becomes entitled to a scale of pay higher than the scale of pay attached to the ex-cadre post, he may be allowed to complete the normal/extended tenure of deputation already sanctioned, subject to 8.7 above but no further extension of the period of deputation should be allowed in such cases."

In so far as the persons serving in the Indian Audit & Accounts Department are concerned, these orders are being issued after consultation with the Comptroller & Auditor General of India.

  
(Rita Mathur)

Deputy Secretary to the Government of India

To All Ministries/Department of the Government of India

GOVERNMENT OF INDIA  
Ministry of Personnel, Public Relations & Pensions  
Department of Personnel & Training

New Delhi dated the 7 January, 2008

OFFICE MEMORANDUM

**Subject:** Deputation of Central Government Employees to ex-cadre posts under Central/State Governments and on Foreign Service to Central/State PSUs/Autonomous Bodies.

Reference is made to this Department's O.M. No. 22994 Est (P & M) dated 5 January, 1994 which lays down the guidelines relating to deputation of Central Government Employees to ex-cadre posts under Central/State Governments and on Foreign Service to Central/State PSUs/Autonomous Bodies.

2. Para 3.4 of this O.M. lays down that in cases where extension is beyond the fifth year or second year in excess of the period prescribed in the Recruitment Rules, the same would be allowed only after obtaining the approval of the Department of Personnel and Training, whether Central Government is the lending organization or the borrowing organization.

3. It has now been decided to delegate the powers for extending the deputation in respect of Group 'C' & 'D' officials beyond the fifth year or second year in excess of the period prescribed in the Recruitment Rules of the ex-cadre posts to the Borrowing Authorities/Administrative Ministries/Departments. In such cases, the Competent Authority for granting approval for extending the deputation period would be the Secretary of the Borrowing authority/Administrative Department for the 4<sup>th</sup> year or the first year beyond the normal period prescribed in the Recruitment Rules and the Minister in charge thereafter. However, while considering the extension, all other conditions laid down in this Department's O.M. dated 5 January, 1994, as amended from time to time, may be taken into consideration and the following may specifically be examined:

(a) Whether the procedure for granting extension has been followed viz. whether the individual's consent and the prior approval of the lending authority has been obtained.

(b) Whether the officer has been given pro-forma promotion under NBR during the period of deputation.



(iii) If the scale of the present cadre post has become higher than that of the cadre promotion, whether the pay has been regulated in terms of A-1, A-2, 7 and 8 of the S.M. dated 7.1.2006 and O.M. dated 27. June, 2006.

(iv) Whether the initial appointment on deputation itself was from a higher scale to a lower scale (which is not permissible) as per the guidelines and also whether the approval of the competent authority has been obtained for such an appointment.

(v) In cases of overstay on deputation, the cases may be examined in terms of the provisions laid down in DoP&T's O.M. No. AE 14017/10/2006-Pst. (RR) dated 29. November, 2006.

If any of the conditions are not fulfilled, the proposal may be sent to the Department of Personnel & Training for consideration.

4. These orders will take effect from the date of issue in so far as the persons serving in the Indian Audit & Accounts Department are concerned, these orders will apply for deputation outside Indian Audit & Accounts Department. Deputations within Indian Audit & Accounts Department will be regulated as per orders issued by the office of the Comptroller & Auditor General of India.

  
K. R. Madhukar  
Director (Pay)

All Ministries/Departments of the Government of India

**Agenda Item No:4**

**Honorary Professorship to Professor D.Banerjea.**

The matter arises out of the 11<sup>th</sup> meeting of the Academic Council dated 29/3/2008 (Agenda Item No: 21)

The Academic Council had resolved to confer a honorary Professorship to Prof.D.Banerjea, the former Principal Co-ordinator, School of Criminal Justice and Administration in the University. The Academic Council had also suggested that the financial implications on the University may be decided in consultation with Prof.D.Banerjea.

The University had consulted with Prof.Banerjea who assured that whenever he visits the University ,it will be at his own cost and the University will not have to bear any expenses in this regard.

Subsequently, the University has issued a letter to Prof.D.Banerjea conferring the honorary Professorship .

Submitted for information.

**Agenda Item No:5**

**Appointment of a Professor to the IPR Chair in the University created by the Ministry of Human Resources and Development, Government of India - A Report.**

The matter arises out of the 28<sup>th</sup> meeting of the Standing Committee dated ; 1/11/2008 (Agenda Item No: 2).

The Standing Committee had accepted the proposal of appointing Mr.Shamnad Basheer(Annexure 5A) as Professor to the IPR Chair in the University as per terms and conditions laid down by the Ministry of Human Resources and Development for the appointment and also recommended the proposal to the Executive Council for ratification with the observation that Mr.Basheer may be on probation for a period of one year. Subsequently, Professor Basheer joined the University on 10/11/2008.

Submitted .

## SHAMNAD BASHEER

Email: [shamnad@gmail.com](mailto:shamnad@gmail.com) Tel: +91 9818825148

### PRESENT POSITION

Associate, Oxford IP Research Center (OIPRC), University of Oxford  
DPhil Student, University of Oxford  
Adjunct Visiting Professor, NALSAR Proximate Education, NALSAR University

### RESUME

- Frank H. Marks Visiting Associate Professor of Intellectual Property Law, George Washington University, Washington, US.
- Invited Research Fellow, Institute of Intellectual Property (IIP), Japan (2003-2004)
- Visiting Scholar, University of Illinois at Urbana Champaign, Illinois (September 2005-January 2006)
- Invited Lecturer, LSE Summer School in IP law
- Invited Lecturer, Munich IP Law Center and GW Law School in IP law

### III. ACADEMIC QUALIFICATIONS

**2002-2005:** Obtained two postgraduate degrees in law (BCL and MPhil) from Oxford with a distinction.

**1994-99:** Graduated with BA LLB (Hons.) from the National Law School of India University (NLSIU), India (South Asia's leading law school)

Cumulative Grade Point Average (C.G.P.A.): 5.3/7 (ranked amongst the top 5 students).

### IV. SCHOLARSHIPS, PRIZES AND AWARDS

**2008:** Awarded a scholarship to visit the Max Planck Institute for Intellectual Property for 6 months

**2007:** Awarded the first place in a writing contest held by ATRIP for an article dealing with the Novartis-Gleevec patent case in India.

**2004:** Awarded the second prize in a writing contest held by the Stanford Technology Law Review for an article on biotechnology and patent law in India.

**2004:** Awarded the MS Lin Scholarship to attend the Inter Pacific Bar Association (IPBA) conference in Seoul.

**2004:** Selected from a wide variety of students across Europe to attend a EU funded bio-ethics workshop in Italy.

**2003:** Awarded the Wellcome Trust studentship prize and the Clarendon Scholarship for the Mphil/Dphil at Oxford.

**2003:** Awarded a distinction on the BCL at Oxford.

**2003:** Awarded the IBA (International Bar Association) scholarship.

**2002:** Awarded the Shell Centenary-British Chevening Scholarship for the BCL at Oxford.

**2001:** Awarded the second best prize by the Institute of Company Secretaries of India (ICSI) for an article on "Internet and Intellectual Property Rights".

### V. EMPLOYMENT AND ACADEMIC EXPERIENCE

**2005:** Solicitor, UK

**2002:** Patent agent, registered with the Patent Office, India

**1999:** Advocate, Bar Council of India (called to the Bar in August 1999)

**International Bar Association (IBA)**

**Inter Pacific Bar Association (IPBA)**

Rated as one of the leading technology lawyers in India by the IFLR 1000 guide (a Euromoney publication) in 2002.

**Anand and Anand—Intellectual Property Law Firm, Delhi**

► **Period** : January 2000—present.

► **Position** : Was a Senior Associate and Head of Technology and Media Law Division. Am currently Of Counsel to this firm.

► **Practice Areas** : Intellectual Property Laws, Law/policy relating to Biotechnology, Pharmaceuticals, Information Technology, Telecommunications, International Trade Law.

**Highlights of experience includes:**

- Undertook an extensive survey of Indian Patent Law and prepared reports on the compulsory licensing regime, experimental use provisions and patent pooling in India on behalf of the Institute of Intellectual Property (IIP), Tokyo and Japanese Patent Office (JPO) in March-July 2004. These reports will be published in 2005.
- Conceptualising one of India's most successful cable piracy campaigns on behalf of a Foreign Sports channel, obtaining India's first "John Doe" order on behalf of them and executing the said order throughout India during the tenure of the world cup football matches.
- Advised pharmaceutical companies on various aspects of patent law in India.
- Led the team that prepared the report on "the need for a sui-generis database protection in India" on behalf of the World Intellectual Property Organisation (WIPO).
- Assisted the Government of India in several IP (Intellectual Property) legislation drafting initiatives including:
  - Advising on the TRIPS compatibility of the Indian Semi Conductor Act

**Verist Research Pvt Ltd:** a legal outsourcing corporation in New Delhi, India.

► **Period** : January 2005—Jan 2006.

► **Position** : Marketing Director. Presently a consultant.

**Intellectual Property Consultancy/Other Assignments:**

1. EU TIDP Project, 2006: Consultancy to the EU in preparing a report on the state of IP infrastructure in India.
2. Consultancy to law firms on various aspects of Indian intellectual property.
3. Commissioned by the IPI (Intellectual Property Institute) and JPO (Japanese Patent Office) to prepare reports on various aspects of Indian intellectual property.

1. *Perspectives on Patent Law in India* (forthcoming book by Lexis-Nexis, 2009, with Prashant Reddy)
2. *The WIPO Development Agenda: Factoring in the "Technologically Proficient" Developing Countries*, Strategies for the WIPO Development Agenda (with Annalisa Primi: forthcoming book edited by Jeremy De Beer)
3. *The Doctrine of Equivalents in Various Patent Regimes: Does Anybody Have it Right?* (forthcoming publication in AIPPI, Japan [co-author with 5 others, including The Hon. Sir Nicholas Pumfrey and Justice Meirbeck]).
4. *Turning TRIPS On Its Head: Cross Retaliation at the WTO* (SSRN copy: submitted to law reviews)
5. "The "Efficacy" of Indian Patent Law: Ironing out the Creases in Section 3(d)" 5 SCRIPT-ed 2 (August 2008) (with Prashant Reddy)
6. *Popping Patented Pills: Europe and a Decade's Dose of TRIPS* EIPR Volume 28 Issue 4 (May 2006) (with David Vaver).
7. *India's New Patent Regime: Aiding Access or Abetting Genericide* International Journal of Biotechnology, 8 (5) 2006.
8. *Regulatory Data Protection under Article 39.3 of TRIPS: Towards a Compensatory Liability Standard*, India Paper No 108, Intellectual Property Institute (IPI), London <<http://www.ip-institute.org.uk/pub.html>>.
9. *TRIPS Compatibility Review of the Patents Amendment Act 2005*, India Paper No 106, Intellectual Property Institute (IPI), London <<http://www.ip-institute.org.uk/pub.html>>.
10. *Taming of the Flu: Working Through the Tamiflu Patents in India* Journal of Intellectual Property Rights 11(2)(2006) 113-124 (with Tahir Amin).
11. *India's Tryst with TRIPS: The Patents (Amendment) Act 2005* 1 Indian J. L. & Tech. 15 (2005).
12. *Policy Style Reasoning at the Indian Patent Office* Issue No 3, Intellectual Property Quarterly (IPQ) (paper based on BCL thesis submitted at Oxford that was the winner of second prize in a contest by Stanford Technology Law Review (STLR)).
13. *Block Me Not: Genes as Essential Facilities?* Journal of Law, Technology and Policy (2005) Issue No 2, 55.
14. *Trademark Issues on the Internet: Domain Name Dispute Resolution*, chapter in book titled 'Information Technology Law in India' (Indian Law Institute, New Delhi, 2004).
15. *Unleashing the True Potential of Convergence: Will the Law be a Damp Squib*, 'Computer and Telecommunications Law Review' (Sweet and Maxwell, London November 2002).
16. *IP Owners Win Indian World Cup Contest 'Managing Intellectual Property'* (Sweet and Maxwell, London, August 2002).
17. *Media Laws in India 'Investing in India'* (Asia Law and Practice, Euromoney Publications (Jersey) Limited, 2002).
18. *E-commerce in India: An E-volving E-jurisprudence 'Asian E-volution'* (Asia Law & Practice, Euromoney Publications (Jersey) Limited, 2001).
19. *Establishing Rights/Legitimate Interests in a Domain Name: Cyber squatters Get Creative* 'Computer and Telecommunications Law Review' (Sweet and Maxwell, London, January 2001).

1. *Indian Patent Law and its Tryst with TRIPS*: EGA 4<sup>th</sup> legal Forum (Brussels, Jan 30, 2008)
2. *Patents and Innovation in India*, National Academy of Sciences (Washington DC, 24 Sept 2007)
3. *Are Pharmaceutical Inventions a Special Class: Invited Speaker by the University of Augsburg* (Germany, 20 July 2007)
4. *Bridging IP Disputes: Towards a "Middle Path"*: World IP Day (IPI, Washington, 26 April 2007)
5. *Enforcement of Patents in India: The Likely Scenario*, American Society of International Law (Washington, 27 March 2007)
6. *Patents and Access to Medicines* Invited panelist by UNDP to workshop titled 'Access to Treatment for HIV/AIDS in Arab States' (Cairo, 17 November 2005).
7. *Unblocking Gene Patents: An Antitrust Approach* Invited speaker by the Shandong University of Technology (Zibo, China 24 September 2005).
8. *Impact of India's Patent Amendment on the Pharmaceutical Industry* 'Invited Speaker to a workshop by the Hastings Centre' (New York, 14 July 2005).
9. *Genes as Essential Facilities: An Antitrust Approach*, 'CLASF Conference' (London September 2004).
10. *Policy Options For Assuring Affordable Access To Essential Medicines* 'The Third Bellagio Dialogue On Development And Intellectual Property' (organized by ICTSD and UNCTAD, Bellagio, Italy 12-16 October 2004)
11. *Creativity and Human Society* 'Queen Mary ESRC Research Seminar Series' 29-30 November 2004 (Invited Panelist)
12. *Block Me Not: Genes as Essential Facilities* 'Fifth Asian Bioethics Conference (ABC5)' (Tsukuba, Japan 13-16 February 2004).

## EXTRA CURRICULAR ACTIVITIES

**Editorial Experience:** Editor: Oxford Commonwealth Law Journal (2003-04)

Editor: PharmAsia (Portal dealing with pharmaceutical news from Asia)

**Online Initiatives:** Founder member of SpicyIP, a blog that discusses intellectual property and innovation policy in India

**Languages :** English, Hindi, Malayalam.

**Volunteer Work:** Expert assistance on competition law and IP to the Oxford Public Interest Group.

**Sports:** Judo (brown belt); middle distance running (Univ winner)

**Agenda Item No:6**

**REPORT ON SIXTH PAY COMMISSION AND UGC PAY REVIEW COMMITTEE ALONG WITH DECISION OF THE GOVT. OF INDIA THEREON**

The Sixth Central Pay Commission was setup to evolve a proper pay package for the Central Government employees and employees of the organization following Central Government Pay Structure. The Commission, headed by Justice B.N. Srikrishna submitted its report to the Government on 24<sup>th</sup> March, 2008.

As per Government of India, Ministry of Finance, Department of Expdr. (Implementation cell)'s OM NO. FNO. 1/1/2008-1C, New Delhi, the 30<sup>th</sup> August, 2008 published in the Gazette of India Extraordinary-Part-1-Section I, the Government has accepted the Report subject to certain modifications. The revised pay structure has been approved by the Cabinet. On 29.08.2008, the Union Cabinet gave its approval for implementation of the recommendations of the Sixth Central Pay Commission (CPC). The revised pay scales will come to effect from 01.01.2006 and revised rates of allowances from 01.09.2008. The cabinet has also decided that arrears will be paid in cash in two installments –first installment of 40% during the current year (2008-09) and the remaining 60% in the next financial year (2009-10).

The cabinet has broadly accepted the recommendations of sixth CPC with some modifications in the wake of representations received from various sections/associations of Central Government Employees. The new system of four pay bands with 20 Grade Pays recommended by the Commission has been accepted with some minor modifications.

The minimum Basic pay for a government servant has been increased to Rs. 7000 from Rs. 6600 recommended by sixth CPC. Consequently, the total emolument of an employee at the lowest level will exceed Rs. 10,000 p.m. including allowances.

The other highlights of the Cabinet decision covering all Central Government employees are:

1. Enhancement in the fitment in revised pay bands, which was recommended by the sixth CPC to be based on multiplication factor of 1.74 to 1.86. This would result in increased emoluments for Government employees.
2. Increase in the rate of annual increment from 2.5% to 3%
3. Removal of campus restriction for grant of Transport Allowance
4. Increase in Transport Allowance at the lowest level to Rs. 600 (from Rs. 400 in A1/A class cities recommended by the sixth CPC) and Rs 400 (from Rs. 300 in other cities recommended by the sixth CPC)

The basic pay drawn as on 01.01.2006 on the existing fifth central pay commission pay scales will be multiplied by a factor of 1.86 and then rounded off to next multiple of 10. This will be the pay in



the revised running Pay Band. Grade Pay, as approved by the Government, corresponding to the pre-revised pay scale, will then be added to the pay in the revised Pay Band. The total pay in the Pay Band and Grade Pay will be the revised Basic Pay as on 01.01.2006.

Rate of annual increments will be 3% and the rate of variable increment for high achievers in PB-3 will be 4%.

There will be a uniform date of annual increment, viz 1<sup>st</sup> July of every year. Employees completing 6 months and above in the revised pay structure as on 1<sup>st</sup> July will be eligible to be granted the increment. The first increment after fixation of pay on 01.01.2006 in the revised pay structure will be granted on 01.07.2006 for those employees for whom the date of next increment was between 1<sup>st</sup> July, 2006 to 1<sup>st</sup> January, 2007.

The revised Dearness Allowance (DA) as on January '06, July '06, January '07, July '07, January '08 and July '08 are estimated to be 0%, 2%, 6%, 9%, 12% and 16% respectively.

Campus restriction for grant of Transport Allowances will be removed. Consequently, employees living in campuses will also be eligible for Transport Allowance. Further, Transport Allowance for the employees at the lowest levels will be increased to Rs. 600 (from Rs. 400) in A1/A class cities and Rs. 400 (from Rs. 300) in other towns.

New Transport Allowance – Employees drawing grade pay of Rs. 5400 and above will be eligible to receive TA of Rs. 3200 and Dearness Allowance (DA) thereon (A1/A class cities) and Rs. 1600 and DA thereon (other places). Similarly, employees drawing grade pay of Rs. 4200 to Rs. 4800 will be eligible to receive TA of Rs. 1600 and DA thereon (A1/A class cities) and Rs. 800 and DA thereon (other places). Employees drawing grade pay of below Rs. 4200 will be eligible to receive TA of Rs. 600 and DA thereon (A1/A class cities) and Rs. 400 and DA thereon (other places). Further, employees in Pay Band-1 with Rs. 7440 (corresponding both 4000 basic pay in pre-revised pay scales) and above as pay in the pay band will be eligible for grant of Transport Allowance at the rate of Rs. 1600 and DA thereon (A1/A class cities) and Rs. 800 and DA thereon (other places)

All provisions concerning travel under Leave Travel Concession (LTC) are to be retained except frequency of travel in home town concession (upto three times during the first two blocks of 4years after joining the service)

Employees provided with quarters within 1 km of office will also be eligible for Transport Allowance. Physically disabled employees will draw at double the normal rate subject to a maximum of Rs. 1000 + DA

Non-practicing Allowance – 25% of (Band Pay + Grade Pay) subject to the condition that basic and NPA does not exceed Rs. 85000

Other compensatory Allowances viz. Remote Locality Allowances increased.

Special Compensatory Allowance of Gandhinagar and Border Area Allowances abolished.

Special Duty Allowances to North East Region admissible to all employees. Condition of posting from outside N.E. Region and All India Transfer Liability are dispensed with

Island special Duty Allowance- condition of all India transfer liability is withdrawn.

Cycle Allowance , washing allowance, cash handing allowance, night duty allowances, split duty allowance doubled.

Machine allowance withdrawn.

All the revised allowances, other than Dearness Allowances, will be effective from 1<sup>st</sup> day of September, 2008

At least three promotions have been assured for all civilians employees under the modified assured career progression (ACP) scheme and the civilians would get it after 10, 20 and 30 years of service

City compensatory Allowance as given earlier has been abolished by the sixth CPC.

Employees living in X (earlier classified as A1), Y (earlier classified as A, B-1, & B-2) and Z (earlier classified as C and unclassified) will be eligible for HRA of 30%, 20% and 10% (on fixed pay and grade pay) respectively.

The Sixth CPC recommended enhancement of the children education allowances and merger of the same with reimbursement of tuition fees which has been accepted by the Govt. as such. As a result, all central government employees are to be given a reasonable reimbursement of educational expenses unlike earlier restriction, as made by Fifth Central Pay Commission, like reimbursement of only tuition fees of upto Rs. 40 per month per child (classes I-X) and Rs. 50 (classes XI-XII) although it is Rs. 100 per month for specially (challenged) children.

Now, children education allowance and reimbursement of tuition fees are merged and reimbursement of children education allowance will be paid upto the maximum of Rs. 1000 per child per month subject to maximum of two children. Hostel subsidy will be reimbursed upto the maximum limit of Rs. 3000 per month per child. The limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay Band goes up by 50

It may be mentioned that so far there was no provision/scheme in this University for reimbursement of tuition fees to any of its employees but it may be incidentally indicated that the Transport Allowance which came into effect from January, 1996 following the recommendation of fifth pay central commission got its implementation in this University only from December, 2007.

In the event of implementation of the scheme of payment of Children Education Allowance to all the eligible employees, of this University the total involvement of money towards this effect will be around Rs. 60,000 for each year.

However, following instruction as in the Govt. of India , Ministry of Finance, Dept of Expenditure (Implementation cell)'s O.M.No. dated 30.08.2008 and the M.O.F. (Dept. of Expenditure)'s Resolution dated 29.08.2008, referred to above, as also in terms of Rule 6 of central civil services (Revised-Pay) Rules, 2008 and as provided in the Notification of MOF(Department of Expenditure) New Delhi the 29<sup>th</sup> August, 2008, government servants are required to exercise their option for drawal of their pay in revised pay structure in the format prescribed in the second schedule to the Rules **(Copy enclosed)-Annexure-6A**

The manner of initial fixation of pay in the revised pay structure has been indicated in Rule 7 of CCS(RP) Rules, 2008 **(Copy enclosed)-Annexure-6B**. On the basis of the Rule, detailed fixation tables for each stage in each of the pre-revised scales have been worked out in the manner recommended by the Sixth Pay Commission, and since enclosed as Annexure – I of the said OM and that have been used for the purpose of fixation in the revised pay structure as on 01.01.2006.

The tables in Annexure – I of the aforesaid office memorandum (OM) will be applicable in cases where in cases of up-gradation of post and merger of pre-revised pay scale, fixation of pay will be done as prescribed in Note 2A and 2B below Rule 7(I) **(copy already enclosed in Annexure 6B)** and in the manner indicated in illustration 4 of the explanatory Memorandum to the CCS(RP) Rules, 2008**(Copy enclosed)-Annexure- 6C**.

The Government of India, Ministry of Human Resource Development, (MHRD) Department of Higher Education, New Delhi in its letter no 1-32/2006-U.II/U.I dated the 31.12.2008 addressed to the Secretary, UGC, New Delhi, B.S.Z. Marg, New Delhi – 110002 under the subject scheme of revision of pay of teachers and equivalent cadres in University and colleges along with scheme of revision of pay scales for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer, Assistant Finance Officer following the revision of Pay scales of Central Government Employees on the recommendation of the Sixth Central Pay Commission intimated that the Government of India have decided after taking into consideration, the recommendation made by the UGC based on the decisions taken at the meeting of the Commission held on 7-8<sup>th</sup> October 2008 to revise the pay scale of teachers in Central Universities fully funded by the Central Government. The revision of pay scales of teachers and officers of the Universities shall be subject to various provisions of the scheme of revision of pay scales as contained in the letter mentioned above and Regulations to be framed by the UGC in this behalf in accordance with the scheme included in the said letter. The revised pay scales and other provisions of the schemes for both teachers and officers have been detailed in the letter referred to and enclosed herewith for reference and perusal **(Annexures 6D & 6E)**

In most of the respects, the aforesaid scheme is at par with that of the scheme adopted for revision of pay scales of the Central Government employees on the basis of recommendation of sixth Central Pay Commission as also accepted by the Government of India and as detailed in the note while reporting as to the Administrative Staff of this University following the decision of the Central Government on the basis of recommendation of the VIth Central Pay Commission

These are :-

1. Increments
2. Pay Commission Formula
3. Allowances

As decided by the Government, the revised pay and revised rates of Dearness Allowances under this scheme for both teachers and officers shall be effective from 01.01.2006. The revised rates of all other applicable allowances such as HRA, Transport Allowance, Children Education Allowance etc and the non-compounded advance increment shall take effect from 01.09.2008.

Payment of arrears upto 40% of the total arrears shall be made during the current financial year i.e. 2008-09 after deduction of admissible income tax.

An undertaking shall be taken from every beneficiary under this scheme to the effect that any excess payment made on the account of incorrect fixation of pay in the revised pay in the revised pay bands or grant of inappropriate pay band/academic grade pay or any other excess payment made shall be adjusted against the future payment due or otherwise to the beneficiary in the same manner as provided in the Ministry's OM No. F23-7/2008-IFD dt 23.10.2008 read with Ministry of Finance (Department of Expd) OM NO-11-1/2008 -IC Q 30.08.2008

The revised pay in the relevant pay band and the Academic Grade Pay together with the applicable allowances including arrears of Salary shall be paid to all eligible beneficiaries under this scheme pending issue of Regulation by the UGC.

This scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expd) under OM No 7-23/2008-E.III dated 30.09.2008.

However, on the basis of the guidelines given by the respective Ministry (M.H.R.D) following the decision of the Government the revision and fixation of pay in respect of V.C., Associate Professors, Lecturers, Assistant Librarian, Registrar, Accounts Officer and Assistant Registrars of the University along with other Administrative staff as per guidelines of Ministry of Finance, Govt. Of India have been made and put up (Statement I & II) for information.

The total involvement of expenditure for payment of arrear salary (40%) during this financial year for both academic staff and administrative staff at the revised rates of pay w.e.f. 01.01.2006 to August 2008 will be as follows:

A.

1.	Academic Staff	Rs. 18,07,811
2.	Administrative Staff	Rs. 15,64,398
3.	Library Staff	Rs. 2,35,223
Total		Rs. 36,07,432

And the arrear of pay and allowances per month for the following three category of employees will be as follows w.e.f. 01.09.2008

B.

1.	Academic Staff	Rs. 9,72,612
2.	Administrative Staff	Rs. 5,67,028
3.	Library Staff	Rs. 1,60,259
Total		Rs. 16,99,727

As we know the salary of staff of all the employees of this University are funded from the tuition fees received from time to time from the student and accumulated in the student fee account the balance in which on date is Rs. 96,12,387 and Rs. 74,58,632 in main expenditure (WBNUJS A/C) totaling to Rs. 1,70,71,019 (Rs. 1.70 lakhs approx.) which may cater to the demands of monthly payments of salary for both teaching and nonteaching staff upto July 2009 w.e.f 1.9.2008, if allowed to be paid.

It would not, however, be sufficient to meet the future demands of payment on the said score. Therefore, this is the high time to consider for revision of tuition fees immediately both for existing and future students. A proposal in the form of revision of tuition fee of the next year students w.e.f. 2009 has been put forward by Dr. A.K. Poddar, Associate Professor of Law and Member, IC-CLAT NUJS to the University authority along with minutes of the meeting of Core Committee held on 3-4<sup>th</sup> November 2008 (copy enclosed) where all the members of the core committee were of the opinion that on account of sharp increase in the salaries of the staff members of the National Law Schools in view of the proposed UGC/Govt. Pay scales, there was an immediate need to increase the Tuition Fee. The Committee

The Committee suggested that the University may charge a minimum of Rs. 70,000 p.a. towards the tuition fee for the BA/BSc LL.B. Hons Course.

However, it has further suggested that this recommendation shall be considered as a guideline only.

In this context, it may be said that at present this University has the following number of students

1. BA/BSc LLB – 490
2. LL.M. – 10

and in next year only 125 student is expected to come (as per availability of seats) to take admission in the first year LLB course.

So if the tuition fee at the proposed revised rate of Rs. 70000.00 is charged per student per year from the next semester to be commenced from 01.07.2009 then the total collection on that account will be around Rs. 58.80 Lakhs which will not meet the demands of expenditure on account of salary of the employees but if the revision is considered to be made for both existing and the future students at the rate of Rs. 50000 for existing and Rs. 85000 for future students then the total receipt will be as follows.

<b>Existing No. of Students</b>	<b>Proposed Increased Rate in Excess of the Present</b>	<b>Amount to be received (Rs. In lakhs)</b>
400	20,000	80.80
<b>Future No. of Students</b>	<b>Proposed Increased Rate in Excess of the Present</b>	<b>Amount to be received (Rs. In lakhs)</b>
120	85,000	80.85
<b>Total</b>		<b>1.65</b>

and then there will be no shortfall in payment of revised salary from August 2009 onwards and arrear payment of 40% in 2009-10 and 60% in 2010-11.

The proposal was placed in the Finance Committee and Standing Committee meetings dated 17/1/2009. The Standing Committee ~~has~~ directed that the University may implement the proposed revision of pay scales from 1/1/2009 and defer ~~the~~ the payment of arrears.

Submitted for directions.

## THE SECOND SCHEDULE

## Form of Option

[See Rule 6.1]

\*(i) I \_\_\_\_\_ hereby elect the revised pay structure with effect from 1<sup>st</sup> January, 2006.

\*(ii) I \_\_\_\_\_ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

\* the date of my next increment

The date of my subsequent increment raising my pay to Rs.

I vacate or cease to draw pay in the existing scale.

The date of my promotion to \_\_\_\_\_

Existing Scale \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office in which  
employed \_\_\_\_\_

Date:

Station:

\* To be scored out, if not applicable.

upgradation of pay scale etc., the Government servant may elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.

*Explanation 1* - The option to retain the existing scale under the provisos to this rule shall be admissible only in respect of one existing scale.

*Explanation 2* - The aforesaid option shall not be admissible to any person appointed to a post on or after the 1<sup>st</sup> day of January, 2006, whether for the first time in Government service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

*Explanation 3* - Where a Government servant exercises the option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under Fundamental Rule 22, or any other rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. *Exercise of Option* -

- (1) The option under the provisos to Rule 5 shall be exercised in writing in the form appended to the Second Schedule so as to reach the authority mentioned in sub rule (2) within three months of the date of publication of these rules or where an existing scale has been revised by any order made subsequent to that date, within three months of the date of such order.



the revised pay structure on and from the 1<sup>st</sup> day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

**Note 3 -** Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.

7. *Fixation of initial pay in the revised pay structure:*

- (1) The initial pay of a Government servant who elects, or is deemed to have elected under sub-rule (3) of rule 6 to be governed by the revised pay structure on and from the 1<sup>st</sup> day of January, 2006, shall, unless in any case the President by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely :-

(A) in the case of all employees:-

- (i) the pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) if the minimum of the revised pay band/ pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale;

Provided further that:-

Where, in the fixation of pay, the pay of Government servants drawing pay at two or more consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised pay structure at the same stage in the pay band, then, for every two stages so bunched, benefit of one increment shall be given so as to avoid bunching of more than two stages in the revised running pay bands. For this purpose, the increment will be calculated on the pay in the pay band. Grade pay would not be taken into account for the purpose of granting increments to alleviate bunching.

In the case of pay scales in higher administrative grade (HAG) in the pay band PB-4, benefit of increments due to bunching shall be given taking into account all the stages in different pay scales in this grade. In the case of HAG+ scale, benefit of one increment for every two stages in the pre-revised scale will be granted in the revised pay scale.

If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised pay band/ pay scale (where applicable) which is higher than the stage in the revised pay band at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

- (iii) The pay in the pay band will be determined in the above manner. In addition to the pay in the pay band, grade pay corresponding to the existing scale will be payable.

*Note - Illustration 1* on the above is provided in the Explanatory Memorandum to these Rules.

- (B) In the case of employees who are in receipt of special pay/allowance in addition to pay in the existing scale which has been recommended for replacement by a pay band and grade pay without any special pay/allowance, pay shall be fixed in the revised pay structure in accordance with the provisions of clause (A) above.
- (C) In the case of employees who are in receipt of special pay component with any other nomenclature in addition to pay in the existing scales, such as personal pay for promoting small family norms, special pay to Parliament Assistants, Central (Deputation on Tenure) Allowance, etc., and in whose case the same has been replaced in the revised pay structure with corresponding allowance/pay at the same rate or at a different rate, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above. In such cases, the allowance at the new rate as recommended shall be drawn in addition to pay in the revised pay structure from the date specified in the individual notifications related to these allowances.
- (D) In the case of medical officers who are in receipt of non-practising allowance, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above except that, in such cases, the pre-revised dearness allowance appropriate to the non-practising allowance admissible at index average 536 (1982 = 100) shall be added while fixing the pay in the revised pay band, and in such cases, non-practising allowance at the new rates shall be drawn with effect from 1.1.2006 or the date of option for revised pay structure, in addition to the pay so fixed in the revised pay structure. *Illustration 2* in this regard is at in the Explanatory Memorandum to these Rules.

Note 1 -

(a) In the case of Group D employees, the pay in the revised pay structure will be fixed initially in the -1S pay band as per Clause (A) above with the appropriate grade pay and arrears paid accordingly. Thereafter, pay of such of those Group D employees who already possess the revised minimum qualifications recommended by the Commission prescribed for entry into PB-1 would be fixed with effect from 1.1.2006 in PB-1 with grade pay of Rs.1800.

(b) Such of those existing Group D employees who do not possess the revised minimum qualifications for entry into PB-1 would be retrained by the concerned Department preferably within a period of six months so that payment of arrears on account of upgradation are not delayed. After re-training, these Group D staff will also be placed in the Pay Band PB-1 with the grade pay of Rs.1800 with effect from 1.1.2006 and arrears drawn accordingly. Once placed in the PB-1 Pay Band, this category of Group D staff will regain their seniority vis-à-vis the other category of Group D staff that already possessed the minimum qualifications and were, therefore, placed in the PB-1 Pay Band as on 1.1.2006. Inter-se seniority of all the employees in erstwhile Group D will be fully maintained with Group D employee in a higher pre-revised pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same pre-revised pay scale, seniority which existed prior to revision would continue.

(c) Arrears shall be payable with effect from 1.1.2006 in both the cases i.e. to those Group D employees who possess the qualifications and are placed in PB-1 straight away and those Group D employees who do not possess the qualifications and are placed after re-training. *Illustration 3* in regard to fixation of pay for Group D staff is in the Explanatory Memorandum to these Rules.

Note 2 -

Where a post has been upgraded as a result of the recommendations of the Sixth CPC as indicated in Part B

or Part C of the First Schedule to these Rules, the fixation of pay in the applicable pay band will be done in the manner prescribed in accordance with Clause (A) (i) and (ii) of Rule 7 by multiplying the existing basic pay as on 1.1.2006 by a factor of 1.86 and rounding the resultant figure to the next multiple of ten. The grade pay corresponding to the upgraded scale as indicated in Column 6 of Part B or C will be payable in addition. *Illustration 4* in this regard is in the Explanatory Memorandum to these Rules.

*Note 3* - A Government servant who is on leave on the 1<sup>st</sup> day of January, 2006 and is entitled to leave salary shall become entitled to pay in the revised pay structure from 1.1.2006 or the date of option for the revised pay structure. Similarly, where a government servant is on study leave on the first day of January, 2006 he will be entitled to the benefits under these Rules from 1.1.2006 or the date of option.

*Note 4* - A Government servant under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order on the pending disciplinary proceedings.

*Note 5* - Where a Government servant is holding a permanent post and is officiating in a higher post on a regular basis and the scales applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay.

The provisions of this Note shall apply mutatis mutandis, to Government servants holding in an officiating capacity, posts on different existing scales which have been replaced by the revised pay structure.

*Note 6* - Where the 'existing emoluments' exceed the revised emoluments in the case of any Government servant, the

difference shall be allowed as personal pay to be absorbed in future increases in pay.

*Note 7* - Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing scale was drawing immediately before the 1<sup>st</sup> day of January, 2006 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay band as that of the junior.

*Note 8* - Where a Government servant is in receipt of personal pay on the 1<sup>st</sup> day of January, 2006, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increases in pay.

*Note 9* - In the case of employees who are in receipt of personal pay for passing Hindi Pragma, Hindi Typewriting, Hindi Shorthand and such other examinations under the "Hindi Teaching Scheme", or on successfully undergoing training in cash and accounts matters prior to the 1<sup>st</sup> day of January, 2006, while the personal pay shall not be taken into account for purposes of fixation of initial pay in the revised pay structure, they would continue to draw personal pay after fixation of their pay in the revised pay structure on and from the 1<sup>st</sup> day of January, 2006 or subsequently for the period for which they would have drawn it but for the fixation of their pay in the revised pay structure. The quantum of such personal pay would be paid at the appropriate rate of increment in the revised pay structure from the date of fixation of pay for the period for which the employee would have continued to draw it.

*Explanation* - For the purpose of this Note, "appropriate rate of increment in the revised pay structure" means 3% of the sum

of the pay in the pay band and the grade pay at the stage at which the pay of the employee is fixed in the revised pay structure.

**Note 10** - In cases where a senior Government servant promoted to a higher post before the 1<sup>st</sup> day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1<sup>st</sup> day of January, 2006, the pay in the pay band of the senior Government servant should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely: -

- (a) both the junior and the senior Government servants should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.
- (b) the pre-revised scale of pay and the revised grade pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (c) the senior Government servants at the time of promotion should have been drawing equal or more pay than the junior.
- (d) the anomaly should be directly as a result of the application of the provisions of Fundamental Rule 22 or any other rule or order regulating pay fixation on such promotion in the revised pay structure. If even in the lower post, the junior officer was drawing more pay in the pre-revised scale than the senior by virtue of any advance increments granted to him, provision of this Note need not be invoked to step up the pay of the senior officer.

- (2) Subject to the provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the stage next above the substantive pay.

8. *Fixation of pay in the revised pay structure of employees appointed as fresh recruits on or after 1.1.2006* - Section II of Part A of the First Schedule of these Rules indicates the entry level pay in the pay band at which the pay of direct recruits to a particular post carrying a specific grade pay will be fixed on or after 1.1.2006.

This will also be applied in the case of those recruited between 1.1.2006 and the date of issue of this Notification. In such cases, where the emoluments in the pre-revised pay scale(s) [i.e., basic pay in the pre-revised pay scale(s) plus Dearness Pay plus Dearness Allowance applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

9. *Rate of increment in the revised pay structure* - The rate of increment in the revised pay structure will be 3% of the sum of the pay in the pay band and grade pay applicable, which will be rounded off to the next multiple of 10. The amount of increment will be added to the existing pay in the pay band. *Illustration 5* in this regard is in the Explanatory Memorandum to these Rules. In the case of PB-3, variable rates of increment at 3% and 4% have been provided. The higher rate of increment will be granted to not more than 20% of the strength of officers in PB-3.

10. *Date of next increment in the revised pay structure* - There will be a uniform date of annual increment, viz. 1<sup>st</sup> July of every year. Employees completing 6 months and above in the revised pay structure as on 1<sup>st</sup> of July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1<sup>st</sup> July, 2006 to 1<sup>st</sup> January, 2007.



Provided that in the case of persons who had been drawing maximum of the existing scale for more than a year as on the 1<sup>st</sup> day of January, 2006, the next increment in the revised pay structure shall be allowed on the 1<sup>st</sup> day of January, 2006. Thereafter, the provision of Rule 10 would apply.

Provided that in cases where an employee reaches the maximum of his pay band, shall be placed in the next higher pay band after one year of reaching such a maximum. At the time of placement in the higher pay band, benefit of one increment will be provided. Thereafter, he will continue to move in the higher pay band till his pay in the pay band reaches the maximum of PB-4, after which no further increments will be granted.

*Note 1* - In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior Government servant, now drawing his pay at equal or lower stage in the lower scale of pay, happens to draw more pay in the pay band in the revised pay structure than the pay of the senior Government servant in the existing higher scale, the pay in the pay band of the senior government servant shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with Rule 10.

11. *Fixation of pay in the revised pay structure subsequent to the 1<sup>st</sup> day of January, 2006.* - Where a Government servant continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than the 1<sup>st</sup> day of January, 2006, his pay from the later date in the revised pay structure shall be fixed in the following manner:-

- (i) Pay in the pay band will be fixed by adding the basic pay applicable on the later date, the dearness pay applicable on that date and the pre-revised dearness allowance based on rates applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 and will then become the pay in the applicable pay band. In addition to this, the grade pay corresponding to the pre-

revised pay scale will be payable. Where the Government servant is in receipt of special pay or non-practising allowance, the methodology followed will be as prescribed in Rule 7 (i), (B),

(C) or (D) as applicable, except that the basic pay and dearness pay to be taken into account will be the basic pay and dearness pay applicable as on that date but dearness allowance will be calculated as per rates applicable on 1.1.2006.

12. *Fixation of pay on reappointment after the 1<sup>st</sup> day of January, 2006 to a post held prior to that date* - A Government servant who had officiated in a post prior to the 1<sup>st</sup> day of January, 2006 but was not holding that post on that date and who on subsequent appointment to that post draws pay in the revised pay structure shall be allowed the benefit of the proviso to Fundamental Rule 22, to the extent it would have been admissible had he been holding that post on the 1<sup>st</sup> day of January, 2006, and had elected the revised pay structure on and from that date.

13. *Fixation of pay on promotion on or after 1.1.2006* - In the case of promotion from one grade pay to another in the revised pay structure, the fixation will be done as follows:-

- (i) One increment equal to 3% of the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves change in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of the higher pay band to which promotion is taking place, pay in the pay band will be stepped to such minimum.
- (ii) In the case of promotion from PB-4 to HAG+, after adding one increment in the manner prescribed in Rule 9, the pay in the pay band and existing grade pay will be

added and the resultant figure will become the basic pay in HAG+. This shall not exceed Rs. 80,000, the maximum of the scale. For Government servants in receipt of NPA, pay plus NPA will not exceed Rs. 85,000.

14. *Mode of payment of arrears of pay* - The arrears shall be paid in cash in two instalments. The first instalment should be restricted to 40% of the total arrears. The remaining 60% of arrears should be paid during the next financial year.

*Explanation -* For the purposes of this rule:

(a) "arrears of pay" in relation to a Government servant, means the difference between:

(i) the aggregate of the pay and allowances to which he is entitled on account of the revision of his pay and allowances under these rules, for the relevant period. Revised allowances (except for dearness allowance and non-practising allowance) will be payable only with effect from 1.9.2008; and

(ii) the aggregate of the pay and allowances to which he would have been entitled (whether such pay and allowances had been received or not) for that period had his pay and allowances not been so revised.

(b) "relevant period" means the period commencing on the 1<sup>st</sup> day of January, 2006 and ending with the 31<sup>st</sup> August, 2008.

15. *Overriding effect of Rules* - The provisions of the Fundamental rules, the Central Civil Services (Revision of Pay) Rules, 1947, the Central Civil Services (Revised Pay) Rules, 1960, the Central Civil Services (Revised Pay) Rules, 1973, Central Civil Services (Revised Pay) Rules, 1986 and CCS (Revised Pay) Rules, 1997 shall not, save as otherwise provided in these rules, apply to

cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.

16. *Power to relax* - Where the President is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

17. *Interpretation* - If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Central Government for decision.

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20.11.2010, Dtd. 30.8.

## Fitment Tables

**Pre-revised scale (S - 1)**  
Rs.2550-55-2660-60-3200

**Revised Pay Band + Grade Pay**  
-1S Rs.4440-7440 + Rs.1300

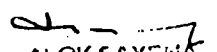
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
2,550	4,750	1,300	6,050
2,605	4,850	1,300	6,150
2,660	4,950	1,300	6,250
2,720	5,060	1,300	6,360
2,780	5,180	1,300	6,480
2,840	5,290	1,300	6,590
2,900	5,400	1,300	6,700
2,960	5,510	1,300	6,810
3,020	5,620	1,300	6,920
3,080	5,730	1,300	7,030
3,140	5,840	1,300	7,140
3,200	5,960	1,300	7,260
3,260	6,070	1,300	7,370
3,320	6,180	1,300	7,480
3,380	6,290	1,300	7,590

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Pre-revised scale (S - 6)  
Rs.3200-85-4900

Revised Pay Band + Grade Pay  
PB-1 Rs.5200-20200 + Rs.2000

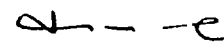
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
3,200	6,060	2,000	8,060
3,285	6,110	2,000	8,110
3,370	6,270	2,000	8,270
3,455	6,430	2,000	8,430
3,540	6,590	2,000	8,590
3,625	6,750	2,000	8,750
3,710	6,910	2,000	8,910
3,795	7,060	2,000	9,060
3,880	7,220	2,000	9,220
3,965	7,380	2,000	9,380
4,050	7,540	2,000	9,540
4,135	7,700	2,000	9,700
4,220	7,850	2,000	9,850
4,305	8,010	2,000	10,010
4,390	8,170	2,000	10,170
4,475	8,330	2,000	10,330
4,560	8,490	2,000	10,490
4,645	8,640	2,000	10,640
4,730	8,800	2,000	10,800
4,815	8,960	2,000	10,960
4,900	9,120	2,000	11,120
4,985	9,280	2,000	11,280
5,070	9,430	2,000	11,430
5,155	9,590	2,000	11,590

  
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Pre-revised scale (S - 7)  
Rs.4000-100-6000

Revised Pay Band + Grade Pay  
PB-1 Rs.5200-20200 + Rs.2400

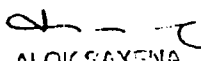
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4,000	7,440	2,400	9,840
4,100	7,630	2,400	10,030
4,200	7,820	2,400	10,220
4,300	8,000	2,400	10,400
4,400	8,190	2,400	10,590
4,500	8,370	2,400	10,770
4,600	8,560	2,400	10,960
4,700	8,750	2,400	11,150
4,800	8,930	2,400	11,330
4,900	9,120	2,400	11,520
5,000	9,300	2,400	11,700
5,100	9,490	2,400	11,890
5,200	9,680	2,400	12,080
5,300	9,860	2,400	12,260
5,400	10,050	2,400	12,450
5,500	10,230	2,400	12,630
5,600	10,420	2,400	12,820
5,700	10,610	2,400	13,010
5,800	10,790	2,400	13,190
5,900	10,980	2,400	13,380
6,000	11,160	2,400	13,560
6,100	11,350	2,400	13,750
6,200	11,540	2,400	13,940
6,300	11,720	2,400	14,120

  
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**Pre-revised scale (S - 8)**  
Rs.4500-125-7000

**Revised Pay Band + Grade Pay**  
PB-1 Rs.5200-20200 + Rs.2800

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
4,500	8,370	2,800	11,170
4,625	8,610	2,800	11,410
4,750	8,840	2,800	11,640
4,875	9,070	2,800	11,870
5,000	9,300	2,800	12,100
5,125	9,540	2,800	12,340
5,250	9,770	2,800	12,570
5,375	10,000	2,800	12,800
5,500	10,230	2,800	13,030
5,625	10,470	2,800	13,270
5,750	10,700	2,800	13,500
5,875	10,930	2,800	13,730
6,000	11,160	2,800	13,960
6,125	11,400	2,800	14,200
6,250	11,630	2,800	14,430
6,375	11,860	2,800	14,660
6,500	12,090	2,800	14,890
6,625	12,330	2,800	15,130
6,750	12,560	2,800	15,360
6,875	12,790	2,800	15,590
7,000	13,020	2,800	15,820
7,125	13,260	2,800	16,060
7,250	13,490	2,800	16,290
7,375	13,720	2,800	16,520

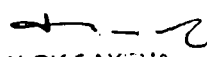
  
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**Pre-revised scale (S - 9)**  
Rs.5000-150-8000

**Revised Pay Band + Grade Pay**  
PB-2 Rs.9300-34800 + Rs.4200

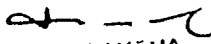
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
5,000	9,300	4,200	13,500
5,150	9,580	4,200	13,780
5,300	9,860	4,200	14,060
5,450	10,140	4,200	14,340
5,600	10,420	4,200	14,620
5,750	10,700	4,200	14,900
5,900	10,980	4,200	15,180
6,050	11,260	4,200	15,460
6,200	11,540	4,200	15,740
6,350	11,820	4,200	16,020
6,500	12,090	4,200	16,290
6,650	12,370	4,200	16,570
6,800	12,650	4,200	16,850
6,950	12,930	4,200	17,130
7,100	13,210	4,200	17,410
7,250	13,490	4,200	17,690
7,400	13,770	4,200	17,970
7,550	14,050	4,200	18,250
7,700	14,330	4,200	18,530
7,850	14,610	4,200	18,810
8,000	14,880	4,200	19,080
8,150	15,160	4,200	19,360
8,300	15,440	4,200	19,640
8,450	15,720	4,200	19,920

  
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Deptt. of Ex.  
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**Pre-revised scale (S - 12)**  
Rs.6500-200-10500

**Revised Pay Band + Grade Pay**  
PB-2 Rs.9300-34800 + Rs.4200

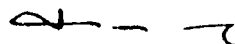
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
6,500	12,090	4,200	16,290
6,700	12,470	4,200	16,670
6,900	12,840	4,200	17,040
7,100	13,210	4,200	17,410
7,300	13,580	4,200	17,780
7,500	13,950	4,200	18,150
7,700	14,330	4,200	18,530
7,900	14,700	4,200	18,900
8,100	15,070	4,200	19,270
8,300	15,440	4,200	19,640
8,500	15,810	4,200	20,010
8,700	16,190	4,200	20,390
8,900	16,560	4,200	20,760
9,100	16,930	4,200	21,130
9,300	17,300	4,200	21,500
9,500	17,670	4,200	21,870
9,700	18,050	4,200	22,250
9,900	18,420	4,200	22,620
10,100	18,790	4,200	22,990
10,300	19,160	4,200	23,360
10,500	19,530	4,200	23,730
10,700	19,910	4,200	24,110
10,900	20,280	4,200	24,480
11,100	20,650	4,200	24,850

  
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**Pre-revised scale (S - 15)**  
Rs.8000-275-13500

**Revised Pay Band + Grade Pay**  
PB-2 Rs.9300-34800 + Rs.5400

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
8,000	14,880	5,400	20,280
8,275	15,400	5,400	20,800
8,550	15,910	5,400	21,310
8,825	16,420	5,400	21,820
9,100	16,930	5,400	22,330
9,375	17,440	5,400	22,840
9,650	17,950	5,400	23,350
9,925	18,470	5,400	23,870
10,200	18,980	5,400	24,380
10,475	19,490	5,400	24,890
10,750	20,000	5,400	25,400
11,025	20,510	5,400	25,910
11,300	21,020	5,400	26,420
11,575	21,530	5,400	26,930
11,850	22,050	5,400	27,450
12,125	22,560	5,400	27,960
12,400	23,070	5,400	28,470
12,675	23,580	5,400	28,980
12,950	24,090	5,400	29,490
13,225	24,600	5,400	30,000
13,500	25,110	5,400	30,510
13,775	25,630	5,400	31,030
14,050	26,140	5,400	31,540
14,325	26,650	5,400	32,050

  
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Pre-revised scale (S - 21)  
Rs.12000-375-16500

Revised Pay Band + Grade Pay  
PB-3 Rs.15600-39100 + 7600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12,000	22,320	7,600	29,920
12,375	23,020	7,600	30,620
12,750	23,720	7,600	31,320
13,125	24,420	7,600	32,020
13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,410
14,250	26,510	7,600	34,110
14,625	27,210	7,600	34,810
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,200
15,750	29,300	7,600	36,900
16,125	30,000	7,600	37,600
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,990
17,250	32,090	7,600	39,690
17,625	32,790	7,600	40,390

Pre-revised scale (S - 22)  
Rs.12750-375-16500

Revised Pay Band + Grade Pay  
PB-3 Rs.15600-39100 + 7600

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12,750	23,720	7,600	31,320
13,125	24,420	7,600	32,020
13,500	25,110	7,600	32,710
13,875	25,810	7,600	33,410
14,250	26,510	7,600	34,110
14,625	27,210	7,600	34,810
15,000	27,900	7,600	35,500
15,375	28,600	7,600	36,200
15,750	29,300	7,600	36,900
16,125	30,000	7,600	37,600
16,500	30,690	7,600	38,290
16,875	31,390	7,600	38,990
17,250	32,090	7,600	39,690
17,625	32,790	7,600	40,390

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Pre-revised scale (S - 26)  
Rs.16400-450-20000

Revised Pay Band + Grade Pay  
PB-4 Rs.37400-67000 + 8900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16,400	39,690	8,900	48,590
16,850	40,890	8,900	49,790
17,300	40,890	8,900	49,790
17,750	42,120	8,900	51,020
18,200	42,120	8,900	51,020
18,650	43,390	8,900	52,290
19,100	43,390	8,900	52,290
19,550	44,700	8,900	53,600
20,000	44,700	8,900	53,600
20,450	46,050	8,900	54,950
20,900	46,050	8,900	54,950
21,350	47,440	8,900	56,340

Pre-revised scale (S - 27)  
Rs.16400-450-20900

Revised Pay Band + Grade Pay  
PB-4 Rs.37400-67000 + 8900

Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
16,400	39,690	8,900	48,590
16,850	40,890	8,900	49,790
17,300	40,890	8,900	49,790
17,750	42,120	8,900	51,020
18,200	42,120	8,900	51,020
18,650	43,390	8,900	52,290
19,100	43,390	8,900	52,290
19,550	44,700	8,900	53,600
20,000	44,700	8,900	53,600
20,450	46,050	8,900	54,950
20,900	46,050	8,900	54,950
21,350	47,440	8,900	56,340
21,800	47,440	8,900	56,340
22,250	48,870	8,900	57,770

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- |    |  |          |
|----|--|----------|
| 7. | Grade Pay attached to the scale                                | Rs.1300- |
| 8. | Revised basic pay – total of pay in the pay band and grade pay | Rs.6590  |

**Stage 2 : Fixation of Group D employee possessing requisite qualification or after retraining**

- |    |  |                                  |
|----|--|----------------------------------|
| 1. | Existing Scale of Pay  | Rs.2500-55-2660-60-3200          |
| 2. | Pay Band applicable  | PB-1 Rs.5200-20200               |
| 3. | Existing basic pay as on 1.1.2006  | Rs.2840                          |
| 4. | Pay after multiplication by a factor of 1.86                             | Rs.5282 (Rounded off to Rs.5290) |
| 5. | Pay in the Pay Band PB-1   | Rs.5290                          |
| 6. | Stage in the Pay Band after including benefit of bunching, if admissible | Rs.5530                          |
| 7. | Grade Pay attached to the scale  | Rs.1800                          |
| 8. | Revised basic pay – total of pay in the pay band and grade pay           | Rs.7330                          |

**Illustration 4 : Pay fixation in cases where posts have been upgraded**

1.	Existing Scale of Pay	Rs.6500-200-10500 (Corresponding Grade Pay Rs.4200)
2.	Pay Band applicable	PB-2 Rs.9300-34800
3.	Upgraded to the Scale of Pay	Rs.7500-250-12000 (Corresponding Grade Pay Rs.4800)
4.	Existing basic pay as on 1.1.2006	Rs.7300
5.	Pay after multiplication by a factor of 1.86	Rs. 13578 (Rounded off to Rs.13580)
6.	Pay in the Pay Band PB-2	Rs.13580
7.	Stage in the Pay Band after including benefit of bunching, if admissible	Rs.13580
8.	Grade Pay attached to the scale of Rs.7500-250-12000	Rs.4800
9.	Revised basic pay - total of pay in the pay band and grade pay	Rs.18380

**Illustration 5 :** Pay fixation on grant of increment in the revised pay structure.

1.	Pay in the PB-2	Rs.9300
2.	Grade Pay	Rs.4200
3.	Total of pay + grade pay	Rs.13500
4.	Rate of increment	3% of row 3

SALARY AS PER SIXTH PAY COMMISSION												
EMOULMENTS												
SL	NAME	PAY Rs	Grade Pay Rs	Special Allowance	Degree INC	DA	HRA/CDA (Rs)	TA (Rs.)	GROSS SALARY (Rs)	NUJS PF CONTRIBUTION (Rs)	NC TO ORG (Rs)	Rate of Da
NO						Rs	(Rs)	(Rs.)		EMP COMP. (Rs)		
REGISTRAR												
1												
ACCOUNTS OFFICER												
1	Mr. S.K. Basu.	22320	7600			4787	8976	3712	33375	2992	36367	16
ASSISTANT REGISTRAR												
1	Mr. Siddhartha Guha	16770	5400			3547	6651	3712	36080	2217	38297	16
CAMPUS SUPERVISOR												
1	Mr. Nabendu Dam	13090	4200			2766	3000	1856	24912	1729	26641	16
PA TO V.C. :												
1	Ms Urmil Majumdar	9710	4200			2226	4173	1856	22165	1391	23556	16
DATA ENTRY OPERATOR												
1	Ms. Nurul Ansar	9420	2800			1955	3666	1856	19697	1222	20919	16
2	Mr. Abhijit Nandi	9420	2800			1955	3666	1856	19697	1222	20919	16
3	Mr. Dwaipayan Basu	9420	2800			1955	3666	1856	19697	1222	20919	16
4	Mr. Subhendu Bhattacharya	9420	2800			1955	3666	1856	19697	1222	20919	16
5	Mr. Anirban Banerjee	9420	2800			1955	3666	1856	19697	1222	20919	16
6	Mr. Pinaki Saha	9420	2800			1955	3666	1856	19697	1222	20919	16
7	Mr. Prithwish Saha	9420	2800			1955	3666	1856	19697	1222	20919	16
8	Mr. Sovan Choudhuri	9420	2800			1955	3666	1856	19697	1222	20919	16
9	Mr. Purnendu Saha	9420	2800			1955	3666	1856	19697	1222	20919	16
10	Ms Nandini Biswas	9270	2800			1931	3621	1856	19478	1207	20685	16
11	Mr. Abhijit Biswas	9270	2800			1931	3621	1856	19478	1207	20685	16
12	Ms Anindita Talapatra	8910	2800			1874	3513	1856	18953	1171	20124	16



SALARY AS PER SIXTH PAY COMMISSION												
EMOULMENTS												
SL	NAME	PAY	Grade Pay	Special Allowance	Degree INC	DA	HRA/CDA	TA	GROSS SALARY (Rs)	NIJS PF CONTRIBUTION (Rs)	NC TO ORG (Rs)	Rate of Da
NO		Rs	Rs			Rs	(Rs)	(Rs.)		EMP COMP. (Rs)		
13	Mr. Debodeep Roy	8910	2800			1874	3513	1856	18953	1171	20124	16
RECEPTIONIST-CUM-TELEPHONE OPERATOR :												
1	Ms Molly Nandi	6720	2000			1395	2616	696	13427	872	14299	16
OFFICE ATTENDANT CUM DRIVER												
1	Mr. Sambhunath Das	5770	1300			1131	2121	696	11018	707	11725	16
2	Mr. Rajesh Kumar Singh	5770	1300			1131	2121	696	11018	707	11725	16
OFFICE ATTENDANT												
1	Mr. Ali Imam Siddiqui	5330	1300			1061	1989	696	10376	663	11039	16
2	Mr. Bipul Biswas	5330	1300			1061	1989	696	10376	663	11039	16
3	Mr. Pradipto Saha	5330	1300			1061	1989	696	10376	663	11039	16
4	Mr. Santanu Dey	5330	1300			1061	1989	696	10376	663	11039	16
5	Mr. Siddheswar Mondal	5330	1300			1061	1989	696	10376	663	11039	16
6	Mr. Sufal Biswas	5330	1300			1061	1989	696	10376	663	11039	16
7	Mr. Uttam Metya	5330	1300			1061	1989	696	10376	663	11039	16
8	Mr. Sukhen Biswas	5130	1300			1029	1929	696	10084	643	10727	16
9	Mr. Manik Mullick	5130	1300			1029	1929	696	10084	643	10727	16
10	Mr. Deb Bhusan Nag	5130	1300			1029	1929	696	10084	643	10727	16
11	Mr. Subrata Thakur	5130	1300			1029	1929	696	10084	643	10727	16
Total		259120	76700	0	0	53731	98559	45008	519098	33582	552680	

SALARY AS PER SIXTH PAY COMMISSION												
EMOULMENTS												
SL	NAME	PAY	Grade Pay	Special Allowance	Degree INC	DA	HRA/CDA	TA	GROSS SALARY (Rs)	NUJS PF CONTRIBUTION (Rs)	NC TO ORG (Rs)	Rate of Da
NO		Rs	Rs			Rs	(Rs)	(Rs.)	(Rs)	EMP COMP. (Rs)		
For Library Staffs												
ASSISTANT LIBRARIAN												
1	Ms. Tutu Mukherjee	16830	6000			3653	6849	3712	37044	2283	39327	16
LIBRARY ASSISTANT												
1	Ms. Soma Dutta	8370	2400			1723	3231	1856	17580	1077	18657	16
2	Ms. Shrabani Ghosh	8370	2400			1723	3231	1856	17580	1077	18657	16
3	Mr. Dipta Sengupta	8370	2400			1723	3231	1856	17580	1077	18657	16
4	Ms. Shampa Kaur	8370	2400			1723	3231	1856	17580	1077	18657	16
5	Mr. Premananda Mukherjee	7740	2400			1622	3042	1856	16660	1014	17674	16
	Mr Ashim Kundu	7160							7160		7160	
LIBRARY ATTENDANT												
1	Mr. Biresh Bhattacharya	5330	1300			1061	1989	696	10376	663	11039	16
2	Mr. Rajesh Roy	4940	1300			998	1872	696	9806	624	10430	16
												16
	<b>Total</b>	75480	20600	0	0	14227	26676	14384	151367	8892	160259	
	<b>Grand Total</b>	789660	235300	5000	0	162848	280653	141056	1600497	101780	1702277	

SALARY AS PER SIXTH PAY COMMISSION												
EMOULMENTS												
SL	NAME	PAY	Grade Pay	Special Allowance	Degree INC	DA	HRA/CDA	TA	GROSS SALARY (Rs)	NUJS PF CONTRIBUTION	NC TO ORG (Rs)	Rate of Da
NO		Rs	Rs			Rs	(Rs)	(Rs.)	(Rs)	EMP COMP. (Rs)		

Net Salary	Amount (Rs.)	PF	Amount (Rs.)
Academic	989338	Academic	59306
Administration	552680	Administ	33582
Library	160259	Library	8892
	<u>1702277</u>		<u>101780</u>

## SALARY AS PER SIXTH PAY COMMISSION

EMOULMENTS												
SL	NAME	PAY	Grade Pay	Special Allowance	Degree INC	DA	HRA/CDA	TA	GROSS SALARY (Rs)	NUJS PF CONTRIBUTION (Rs)	NC TO ORG (Rs)	Rate of Da
NO		Rs	Rs			Rs	(Rs)	(Rs.)		EMP COMP. (Rs)		
VICE-CHANCELLOR												
1	Prof. (Dr.) M.P.Singh	75000		5000		12000			92000	7500	99500	16
Associate Professor												
1	Dr. T.V.G.N.S. Sudhakar	22320	9000			5011	9396	7424	53151	3132	56283	16
2	Dr. Arup Kumar Poddar	22320	9000			5011	9396	3712	49439	3132	52571	16
3	Dr.Srinivasulu N.S	22320	9000			5011	9396	3712	49439	3132	52571	16
4	Dr. J.K.Das	22320	9000			5011	9396	3712	49439	3132	52571	16
LECTURER Rs												
1	Mr. Anirban Majumdar	20510	6000			4242	7953	3712	42417	2651	45068	16
2	Mr. Nandan Nawn	20580	6000			4253	7974	3712	42519	2658	45177	16
3	Ms. Ruchira Goswami	17970	6000			3835	7191	3712	38708	2397	41105	16
4	Ms. Jasmine Joseph	16740	6000			3638	6822	3712	36912	2274	39186	16
5	Mrs. Kavita Singh	17410	6000			3746	7023	3712	37891	2341	40232	16
6	Ms. Rukmini Sen	20220	6000			4195	7866	3712	41993	2622	44615	16
7	Dr. Bikramjeet De	20220	6000			4195	7866	3712	41993	2622	44615	16
8	Ms. Anupama Ghosal	18120	6000			3859	7236	3712	38927	2412	41339	16
9	Mr. S.A. Khan	16830	6000			3653	6849	3712	37044	2283	39327	16
10	Ms. Sangita Chanda	15400	6000			3424	6420	3712	34956	2140	37096	16
11	Ms. Lovely Dasgupta	17500	6000			3760	7050	3712	38022	2350	40372	16
12	Mr. Anirban Chakraborty	14880	6000			3341	6264	3712	34197	2088	36285	16
13	Ms.Sujata Roy	14880	6000			3341	6264	3712	34197	2088	36285	16
14	Ms.Tilottama Ray Choudhuri	14880	6000			3341	6264	3712	34197	2088	36285	16

SALARY AS PER SIXTH PAY COMMISSION												
EMOULMENTS												
SL	NAME	PAY	Grade Pay	Special Allowance	Degree INC	DA	HRA/CDA	TA	GROSS SALARY (Rs)	NUJS PF CONTRIBUTION (Rs)	NC TO ORG (Rs)	Rate of Da
NO		Rs	Rs			Rs	(Rs)	(Rs)		EMP COMP. (Rs)		
15	Mr. Shameek Sen	14880	6000			3341	6264	3712	34197	2088	36285	16
16	Mr. Sandeepa Bhat B	14880	6000			3341	6264	3712	34197	2088	36285	16
17	Mr. Supriya Routh	14880	6000			3341	6264	3712	34197	2088	36285	16
18	Ms. Vaneeta Patnaik											
	Total	455060	138000	5000	0	94890	155418	81664	930032	59306	989338	

**ARREAR CALCULATION FROM 1-1-2006 TO 31-08-2008**

Name	Designation	Dept	Amount	40%	60%
Prof. M.P. Singh	Vice-Chancellor	Aca	569625	227850	341775
Prof. B.S. Chimni	Vice-Chancellor	Aca	359125	143650	215475
Dr. TVGNS Sudhakar	Associate Professor	Aca	216894	86758	130137
Dr. J. K. Das	Associate Professor	Aca	111555	44622	66933
Dr. Sreenivas Sulu	Associate Professor	Aca	120260	48104	72156
Dr A.K. Poddar	Associate Professor	Aca	233258	93303	139955
Ms. Sangita Chanda	Assistant Professor	Aca	134432	53773	80659
Mr. S.K. Khan	Assistant Professor	Aca	197544	79018	118526
Ms. A Ghosal	Assistant Professor	Aca	188533	75413	113120
Dr. B. Dey	Assistant Professor	Aca	215566	86226	129340
Dr. Rukmini Sen	Assistant Professor	Aca	201572	80629	120943
Ms. Kavita Singh	Assistant Professor	Aca	199642	79857	119785
Ms. Jasmine Joseph	Assistant Professor	Aca	120516	48206	72309
Mr. Anirban Mazumder	Assistant Professor	Aca	159870	63948	95922
Mr. S. Routh	Assistant Professor	Aca	12420	4968	7452
Mr. Anirban Chakraborty	Assistant Professor	Aca	81728	32691	49037
Ms. Lovely Dasgupta	Assistant Professor	Aca	156179	62472	93708
Mr. Nandan Nawn	Assistant Professor	Aca	207804	83121	124682
Mr. Shameek Sen	Assistant Professor	Aca	82670	33068	49602
Mr. Sandeepa Bhat	Assistant Professor	Aca	79696	31878	47818
Ms. Sujata Roy	Assistant Professor	Aca	82670	33068	49602
Ms. T. RayChadhuri	Assistant Professor	Aca	82313	32925	49388
Ms. Vaneeta Patnaik	Assistant Professor	Aca	82334	32934	49400
Mr. M.V. Shiju	Assistant Professor	Aca	80366	32146	48220
Mr. Souvik Chatterjee	Assistant Professor	Aca	44895	17958	26937
Mr. Kumar A.K. Pandey	Assistant Professor	Aca	36134	14453	21680
Ms. Sheela Rai	Assistant Professor	Aca	173482	69393	104089
Dr. Bindu Ronald	Assistant Professor	Aca	101852	40741	61111
Ms. Ruchira Goswami	Assistant Professor	Aca	186593	74637	111956

Name	Designation	Dept	Amount	40%	60%
Mr. C. Bandyopadhyay	Registrar	Adm	739656	295862	443793
Mr. S.K. Pal	Registrar	Adm	420570	168228	252342
Mr. S.K. Bose	Accounts Officer	Adm	10816	4327	6490
Mr. Dibakar Kanunjna	Accounts Officer	Adm	539812	215925	323887
Mr. S. Guha	Assistant Registrar	Adm	178416	71367	107050
Dr. D. Saha	Assistant Registrar	Adm	80007	32003	48004
Mr. Nabendu Dam	Campus Supervisor	Adm	133880	53552	80328
Ms. Urmi Majumder	P.A. to Vice-Chancellor	Adm	62629	25052	37577
Mr Rajesh Kr Singh	Driver-cum-Attendant	Adm	44407	17763	26644
Mr. Sambhu Nath	Driver-cum-Attendant	Adm	44407	17763	26644
Mr. Siddheswar Mondal	Attendant	Adm	44679	17872	26807
Mr. Sufal Biswas	Attendant	Adm	44679	17872	26807
Mr. Uttam Metya	Attendant	Adm	44679	17872	26807
Mr. Bipul Biswas	Attendant	Adm	44679	17872	26807
Mr. Santanu Dey	Attendant	Adm	44679	17872	26807
Mr. Pradipto Saha	Attendant	Adm	44679	17872	26807
Mr. Ali Imam Siddiqui	Attendant	Adm	44679	17872	26807
Mr. Subrata Thakar	Attendant	Adm	31407	12563	18844
Mr. Suken Biswas	Attendant	Adm	32805	13122	19683
Mr. Deb Bhusan Nag	Attendant	Adm	30872	12349	18523
Mr. Manick Mondal	Attendant	Adm	33045	13218	19827
Mr. Parag Mukherjee	D.E.O	Adm	22865	9146	13719
Mr. Abhijit Nandi	D.E.O	Adm	94126	37651	56476
Mr. Purendu Saha	D.E.O	Adm	94126	37651	56476
Mr. Sovan Chadhuri	D.E.O	Adm	94126	37651	56476
Mr. Piniki Saha	D.E.O	Adm	94126	37651	56476
Mr. Prithwish Saha	D.E.O	Adm	94126	37651	56476
Mr. Probal Chanda	D.E.O	Adm	94126	37651	56476
Mr. Anirban Banerjee	D.E.O	Adm	94126	37651	56476
Mr. Subhendu Bhattacharya	D.E.O	Adm	94126	37651	56476
Mr. Dwaipayan Basu	D.E.O	Adm	94126	37651	56476
Mr. Nurul Ansar	D.E.O	Adm	94126	37651	56476
Ms Anindita Talapatra	D.E.O	Adm	46060	18424	27636
Mr. Avijit Biswas	D.E.O	Adm	72623	29049	43574
Mr. Nandini Das Biswas	D.E.O	Adm	73742	29497	44245
Mr. Debodeep Roy	D.E.O	Adm	30965	12386	18579
Ms. Molly Nandi	Rec cum TeleOperator	Adm	27994	11198	16796

Name	Designation	Dept	Amount	40%	60%
<b>Library</b>					
Ms. Tutu Mukherjee	Assistant Librarian	Lib	178402	71361	107041
Ms. Soma Dutta	Lib. Assistant	Lib	73201	29280	43921
Ms. Shrabani Ghosh	Lib. Assistant	Lib	73201	29280	43921
Mr. Dipto Sengupta	Lib. Assistant	Lib	73201	29280	43921
Ms. Shampa Kaur	Lib. Assistant	Lib	58375	23350	35025
Mr. P Mukherjee	Lib. Assistant	Lib	27925	11170	16755
Mr. Biresh Bhattacharya	Lib. Attendant	Lib	44679	17872	26807
Mr. Ashim Kundu	Lib. Attendant	Lib	44679	17872	26807
Mr. Rajesh Roy	Lib. Attendant	Lib	14395	5758	8637
			9018581	3607432	5411149

<b>Arrear Calculation</b>	100%	40%	60%
Academic Staff	4519527	1807811	2711716
Administration Staff	3910996	1564398	2346597
Library Staff	588059	235223	352835
Total	9018581	3607432	5411149



Dr. A.K. Poddar

Month	As per 5th Pay		As per 6th Pay Commission							Differen ce	Cum.Dif f.			
	[Total without HRA / TA /		[Total without HRA / TA]											
	Basic	Total	Old Basic * 1.86	Basic	Degree	Increme nt	Grade Pay As per UGC	DA	Total					
6-Jan	8275	15392	15391.5	15400			21400	0	21400	6009	6009	0	Jan-06	24
6-Feb	8275	15392		15400			21400	0	21400	6009	12017	0	Feb-06	24
6-Mar	8275	15392		15400			21400	0	21400	6009	18026	0	Mar-06	24
6-Apr	8275	15392		15400			21400	0	21400	6009	24034	0	Apr-06	24
6-May	8275	15392		15400			21400	0	21400	6009	30043	0	May-06	24
6-Jun	8275	15392		15400			21400	0	21400	6009	36051	0	Jun-06	24
6-Jul	8275	16012		15400		650	22050	441	22491	6479	42530	2	Jul-06	29
6-Aug	8275	16012		16050			22050	441	22491	6479	49009	2	Aug-06	29
6-Sep	8275	16012		16050			22050	441	22491	6479	55488	2	Sep-06	29
6-Oct	8550	16544		16050			22050	441	22491	5947	61434	2	Oct-06	29
6-Nov	8550	16544		16050			22050	441	22491	5947	67381	2	Nov-06	29
6-Dec	7998	15476		16050			22050	441	20992	5515	72897	2	Dec-06	29
7-Jan	8550	17314		16050			22050	1323	23373	6059	78956	6	Jan-07	35
7-Feb	8550	17314		16050			22050	1323	23373	6059	85015	6	Feb-07	35
7-Mar	8550	17314		16050			22050	1323	23373	6059	91074	6	Mar-07	35
7-Apr	8550	17314		16050			22050	1323	23373	6059	97134	6	Apr-07	35
7-May	8550	17314		16050			22050	1323	23373	6059	103193	6	May-07	35
7-Jun	8550	17314		16050			22050	1323	23373	6059	109252	6	Jun-07	35
7-Jul	12000	25380	22320	22320			31320	2819	34139	8759	118011	9	Jul-07	41
7-Aug	12000	25380		22320			31320	2819	34139	8759	126770	9	Aug-07	41
7-Sep	12000	25380		22320			31320	2819	34139	8759	135528	9	Sep-07	41
7-Oct	12000	25380		22320			31320	2819	34139	8759	144287	9	Oct-07	41
7-Nov	12000	25380		22320			31320	2819	34139	8759	153046	9	Nov-07	41
7-Dec	12000	25380		22320			31320	2819	34139	8759	161805	9	Dec-07	41
8-Jan	12000	26460		22320			31320	3758	35078	8618	170423	12	Jan-08	47
8-Feb	12000	26460		22320			31320	3758	35078	8618	179042	12	Feb-08	47
8-Mar	12000	26460		22320			31320	3758	35078	8618	187660	12	Mar-08	47
8-Apr	12000	26460		22320			31320	3758	35078	8618	196278	12	Apr-08	47
8-May	12000	26460		22320			31320	3758	35078	8618	204897	12	May-08	47
8-Jun	12000	26460		22320			31320	3758	35078	8618	213515	12	Jun-08	47
8-Jul	12000	26460		22320			31320	5011	36331	9871	223386	16	Jul-08	47
8-Aug	12000	26460		22320			31320	5011	36331	9871	233258	16	Aug-08	47

**Arrears Table for the Period 01-01-2006 to 31-08-2008**

	As per 5th Pay Commission		As per 6th Pay Commission							Differe nce	Cum.Di ff.	NDA	ODA	
	{Total without HRA / TA /		{Total without HRA / TA}											
			Old Basic * 1.86	Basic	Degree	Increm ent	Grade Pay As per UGC	DA	Total					
Month	Basic	Total												
6-Jan	9100	16926	16926	16930			22930	0	22930	6004	6004	0	Jan-06	24
6-Feb	9100	16926		16930			22930	0	22930	6004	12008	0	Feb-06	24
6-Mar	9100	16926		16930			22930	0	22930	6004	18012	0	Mar-06	24
6-Apr	9100	16926		16930			22930	0	22930	6004	24016	0	Apr-06	24
6-May	4110	7645		7619			10319	0	10319	2674	26690	0	May-06	24
6-Jun									0	0	26690	0	Jun-06	24
6-Jul									0	0	26690	2	Jul-06	29
6-Aug									0	0	26690	2	Aug-06	29
6-Sep									0	0	26690	2	Sep-06	29
6-Oct									0	0	26690	2	Oct-06	29
6-Nov									0	0	26690	2	Nov-06	29
6-Dec									0	0	26690	2	Dec-06	29
7-Jan	9925	20098		16930		2070	25000	1500	26500	6402	33092	6	Jan-07	35
7-Feb	9925	20098		19000			25000	1500	26500	6402	39494	6	Feb-07	35
7-Mar	9925	20098		19000			25000	1500	26500	6402	45896	6	Mar-07	35
7-Apr	9925	20098		19000			25000	1500	26500	6402	52298	6	Apr-07	35
7-May	9925	20098		19000			25000	1500	26500	6402	58700	6	May-07	35
7-Jun	9925	20098		19000			25000	1500	26500	6402	65102	6	Jun-07	35
7-Jul	9925	20991		19000		750	25750	2318	28068	7076	72178	9	Jul-07	41
7-Aug	9925	20991		19750			25750	2318	28068	7076	79254	9	Aug-07	41
7-Sep	10200	21573		19750			25750	2318	28068	6495	85748	9	Sep-07	41
7-Oct	10200	21573		19750			25750	2318	28068	6495	92243	9	Oct-07	41
7-Nov	10200	21573		19750			25750	2318	28068	6495	98737	9	Nov-07	41
7-Dec	10200	21573		19750			25750	2318	28068	6495	105232	9	Dec-07	41
8-Jan	10200	22491		19750			25750	3090	28840	6349	111581	12	Jan-08	47
8-Feb	10200	22491		19750			25750	3090	28840	6349	117930	12	Feb-08	47
8-Mar	10200	22491		19750			25750	3090	28840	6349	124279	12	Mar-08	47
8-Apr	10200	22491		19750			25750	3090	28840	6349	130628	12	Apr-08	47
8-May	10200	22491		19750			25750	3090	28840	6349	136977	12	May-08	47
8-Jun	10200	22491		19750			25750	3090	28840	6349	143326	12	Jun-08	47
8-Jul	10200	22491		19750		780	26530	4245	30775	8284	151610	16	Jul-08	47
8-Aug	10200	22491		20510			26510	4242	30752	8261	159870	16	Aug-08	47

Mr. S. Guha														
Month	As per 5th Pay		As per 6th Pay Commission							Difference	Cum.Diff.			
	[Total without HRA / TA /		[Total without HRA / TA]											
	Basic	Total	Old Basic * 1.86	Basic	Degree	Increment	Grade Pay As per UGC	DA	Total					
6-Jan	8000	14880	14880	14880			20280	0	20280	5400	5400	0	Jan-06	24
6-Feb	8000	14880		14880			20280	0	20280	5400	10800	0	Feb-06	24
6-Mar	8000	14880		14880			20280	0	20280	5400	16200	0	Mar-06	24
6-Apr	8000	14880		14880			20280	0	20280	5400	21600	0	Apr-06	24
6-May	8000	14880		14880			20280	0	20280	5400	27000	0	May-06	24
6-Jun	8000	14880		14880			20280	0	20280	5400	32400	0	Jun-06	24
6-Jul	8000	15480		14880		610	20890	418	21308	5828	38228	2	Jul-06	29
6-Aug	8000	15480		15490			20890	418	21308	5828	44056	2	Aug-06	29
6-Sep	8000	15480		15490			20890	418	21308	5828	49883	2	Sep-06	29
6-Oct	8000	15480		15490			20890	418	21308	5828	55711	2	Oct-06	29
6-Nov	8275	16012		15490			20890	418	21308	5296	61007	2	Nov-06	29
6-Dec	8275	16012		15490			20890	418	21308	5296	66303	2	Dec-06	29
7-Jan	8275	16757		15490			20890	1253	22143	5387	71689	6	Jan-07	35
7-Feb	8275	16757		15490			20890	1253	22143	5387	77076	6	Feb-07	35
7-Mar	8275	16757		15490			20890	1253	22143	5387	82462	6	Mar-07	35
7-Apr	8275	16757		15490			20890	1253	22143	5387	87849	6	Apr-07	35
7-May	8275	16757		15490			20890	1253	22143	5387	93235	6	May-07	35
7-Jun	8275	16757		15490			20890	1253	22143	5387	98622	6	Jun-07	35
7-Jul	8275	17502		15490		630	21520	1937	23457	5955	104577	9	Jul-07	41
7-Aug	8275	17502		16120			21520	1937	23457	5955	110532	9	Aug-07	41
7-Sep	8275	17502		16120			21520	1937	23457	5955	116487	9	Sep-07	41
7-Oct	8275	17502		16120			21520	1937	23457	5955	122442	9	Oct-07	41
7-Nov	8550	18083		16120			21520	1937	23457	5374	127816	9	Nov-07	41
7-Dec	8550	18083		16120			21520	1937	23457	5374	133190	9	Dec-07	41
8-Jan	8550	18853		16120			21520	2582	24102	5250	138439	12	Jan-08	47
8-Feb	8550	18853		16120			21520	2582	24102	5250	143689	12	Feb-08	47
8-Mar	8550	18853		16120			21520	2582	24102	5250	148938	12	Mar-08	47
8-Apr	8550	18853		16120			21520	2582	24102	5250	154188	12	Apr-08	47
8-May	8550	18853		16120			21520	2582	24102	5250	159438	12	May-08	47
8-Jun	8550	18853		16120			21520	2582	24102	5250	164687	12	Jun-08	47
8-Jul	8550	18853		16120		650	22170	3547	25717	6864	171552	16	Jul-08	47
8-Aug	8550	18853		16770			22170	3547	25717	6864	178416	16	Aug-08	47

Ms. Tutu Mukherjee														
As per 5th Pay Commission			As per 6th Pay Commission											
[Total without HRA / TA / CCA]			[Total without HRA / TA]											
	Basic	Total	Old Basic * 1.86	Basic	Degree	Increment	Grade Pay As per UGC	DA	Total	Difference	Cum.Diff.			
6-Jan	8000	14880	14880	14880			20880	0	20280	5400	5400	0	Jan-06	24
6-Feb	8000	14880		14880			20880	0	20280	5400	10800	0	Feb-06	24
6-Mar	8000	14880		14880			20880	0	20280	5400	16200	0	Mar-06	24
6-Apr	8000	14880		14880			20880	0	20280	5400	21600	0	Apr-06	24
6-May	8000	14880		14880			20880	0	20280	5400	27000	0	May-06	24
6-Jun	8000	14880		14880			20880	0	20280	5400	32400	0	Jun-06	24
6-Jul	8000	15480		14880		630	21510	430	21308	5828	38228	2	Jul-06	29
6-Aug	8000	15480		15510			21510	430	21308	5828	44056	2	Aug-06	29
6-Sep	8000	15480		15510			21510	430	21308	5828	49884	2	Sep-06	29
6-Oct	8000	15480		15510			21510	430	21308	5828	55712	2	Oct-06	29
6-Nov	8275	16012		15510			21510	430	21308	5295	61007	2	Nov-06	29
6-Dec	8275	16012		15510			21510	430	21308	5295	66302	2	Dec-06	29
7-Jan	8275	16757		15510			21510	1291	22143	5385	71687	6	Jan-07	35
7-Feb	8275	16757		15510			21510	1291	22143	5385	77072	6	Feb-07	35
7-Mar	8275	16757		15510			21510	1291	22143	5385	82457	6	Mar-07	35
7-Apr	8275	16757		15510			21510	1291	22143	5385	87842	6	Apr-07	35
7-May	8275	16757		15510			21510	1291	22143	5385	93227	6	May-07	35
7-Jun	8275	16757		15510			21510	1291	22143	5385	98612	6	Jun-07	35
7-Jul	8275	17502		15510		650	22160	1994	23457	5955	104567	9	Jul-07	41
7-Aug	8275	17502		16160			22160	1994	23457	5955	110522	9	Aug-07	41
7-Sep	8275	17502		16160			22160	1994	23457	5955	116477	9	Sep-07	41
7-Oct	8275	17502		16160			22160	1994	23457	5955	122432	9	Oct-07	41
7-Nov	8550	18083		16160			22160	1994	23457	5374	127806	9	Nov-07	41
7-Dec	8550	18083		16160			22160	1994	23457	5374	133180	9	Dec-07	41
8-Jan	8550	18853		16160			22160	2659	24102	5249	138429	12	Jan-08	47
8-Feb	8550	18853		16160			22160	2659	24102	5249	143678	12	Feb-08	47
8-Mar	8550	18853		16160			22160	2659	24102	5249	148927	12	Mar-08	47
8-Apr	8550	18853		16160			22160	2659	24102	5249	154176	12	Apr-08	47
8-May	8550	18853		16160			22160	2659	24102	5249	159425	12	May-08	47
8-Jun	8550	18853		16160			22160	2659	24102	5249	164674	12	Jun-08	47
8-Jul	8550	18853		16160		670	22830	3653	25717	6864	171538	16	Jul-08	47
8-Aug	8550	18853		16830			22830	3653	25717	6864	178402	16	Aug-08	47

Mr. N. Dam														
Month	As per 5th Pay		As per 6th Pay Commission							Difference	Cum. Diff.			
	[Total without HRA / TA /		[Total without HRA / TA]											
	Basic	Total	Old Basic * 1.86	Basic	Degree	Increment	Grade Pay As per UGC	DA	Total					
6-Jan	5850	10881	10881	10890			15090	0	15090	4209	4209	0	Jan-06	24
6-Feb	5850	10881		10890			15090	0	15090	4209	8418	0	Feb-06	24
6-Mar	5850	10881		10890			15090	0	15090	4209	12627	0	Mar-06	24
6-Apr	6025	11207		10890			15090	0	15090	3884	16511	0	Apr-06	24
6-May	6025	11207		10890			15090	0	15090	3884	20394	0	May-06	24
6-Jun	6025	11207		10890			15090	0	15090	3884	24278	0	Jun-06	24
6-Jul	6025	11658		10890		460	15550	311	15861	4203	28480	2	Jul-06	29
6-Aug	6025	11658		11350			15550	311	15861	4203	32683	2	Aug-06	29
6-Sep	6025	11658		11350			15550	311	15861	4203	36885	2	Sep-06	29
6-Oct	6500	12578	12090	12090			16290	326	16616	4038	40924	2	Oct-06	29
6-Nov	6500	12578		12090			16290	326	16616	4038	44962	2	Nov-06	29
6-Dec	6500	12578		12090			16290	326	16616	4038	49000	2	Dec-06	29
7-Jan	6500	13163		12090			16290	977	17267	4105	53105	6	Jan-07	35
7-Feb	6500	13163		12090			16290	977	17267	4105	57210	6	Feb-07	35
7-Mar	6500	13163		12090			16290	977	17267	4105	61315	6	Mar-07	35
7-Apr	6500	13163		12090			16290	977	17267	4105	65420	6	Apr-07	35
7-May	6500	13163		12090			16290	977	17267	4105	69525	6	May-07	35
7-Jun	6500	13163		12090			16290	977	17267	4105	73630	6	Jun-07	35
7-Jul	6500	13748		12090		490	16780	1510	18290	4543	78172	9	Jul-07	41
7-Aug	6500	13748		12580			16780	1510	18290	4543	82715	9	Aug-07	41
7-Sep	6700	14171		12580			16780	1510	18290	4120	86835	9	Sep-07	41
7-Oct	6700	14171		12580			16780	1510	18290	4120	90954	9	Oct-07	41
7-Nov	6700	14171		12580			16780	1510	18290	4120	95074	9	Nov-07	41
7-Dec	6700	14171		12580			16780	1510	18290	4120	99194	9	Dec-07	41
8-Jan	6700	14774		12580			16780	2014	18794	4020	103214	12	Jan-08	47
8-Feb	6700	14774		12580			16780	2014	18794	4020	107234	12	Feb-08	47
8-Mar	6700	14774		12580			16780	2014	18794	4020	111254	12	Mar-08	47
8-Apr	6700	14774		12580			16780	2014	18794	4020	115274	12	Apr-08	47
8-May	6700	14774		12580			16780	2014	18794	4020	119294	12	May-08	47
8-Jun	6700	14774		12580			16780	2014	18794	4020	123314	12	Jun-08	47
8-Jul	6700	14774		12580		510	17290	2766	20056	5283	128597	16	Jul-08	47
8-Aug	6700	14774		13090			17290	2766	20056	5283	133880	16	Aug-08	47

15 Urmi Mazumder																												
Month	As per 5th Pay		As per 6th Pay Commission							Difference	Cum.Diff.																	
	[Total without HRA / TA /		[Total without HRA / TA]																									
	Basic	Total	Old Basic * 1.86	Basic	Degree	Increment	Grade Pay As per UGC	DA	Total																			
7-May	161	326	9300	9300			13500	810	462	136	136	6	May-07	35														
7-Jun	5000	10125		9300			13500	810	14310	4185	4321	6	Jun-07	35														
7-Jul	5000	10575		9300			13500	1215	14715	4140	8461	9	Jul-07	41														
7-Aug	5000	10575		9300			13500	1215	14715	4140	12601	9	Aug-07	41														
7-Sep	5000	10575		9300			13500	1215	14715	4140	16741	9	Sep-07	41														
7-Oct	5000	10575		9300			13500	1215	14715	4140	20881	9	Oct-07	41														
7-Nov	5000	10575		9300			13500	1215	14715	4140	25021	9	Nov-07	41														
7-Dec	5000	10575		9300			13500	1215	14715	4140	29161	9	Dec-07	41														
8-Jan	5000	11025		9300			13500	1620	15120	4095	33256	12	Jan-08	47														
8-Feb	5000	11025		9300			13500	1620	15120	4095	37351	12	Feb-08	47														
8-Mar	5000	11025		9300			13500	1620	15120	4095	41446	12	Mar-08	47														
8-Apr	5000	11025		9300			13500	1620	15120	4095	45541	12	Apr-08	47														
8-May	5150	11356		9300			13500	1620	15120	3764	49305	12	May-08	47														
8-Jun	5150	11356		9300			13500	1620	15120	3764	53069	12	Jun-08	47														
8-Jul	5150	11356		9300		410	13910	2226	16136	4780	57849	16	Jul-08	47														
8-Aug	5150	11356		9710			13910	2226	16136	4780	62629	16	Aug-08	47														

Mr.Nurul Ansar														
Month	As per 5th Pay		As per 6th Pay Commission							Difference	Cum.Diff.			
	[Total without HRA / TA /		[Total without HRA / TA]											
	Basic	Total	Old Basic * 1.86	Basic	Degree	Increment	Grade Pay As per UGC	DA	Total					
6-Jan	4500	8370	8370	8370			11170	0	11170	2800	2800	0	Jan-06	24
6-Feb	4500	8370		8370			11170	0	11170	2800	5600	0	Feb-06	24
6-Mar	4500	8370		8370			11170	0	11170	2800	8400	0	Mar-06	24
6-Apr	4500	8370		8370			11170	0	11170	2800	11200	0	Apr-06	24
6-May	4500	8370		8370			11170	0	11170	2800	14000	0	May-06	24
6-Jun	4500	8370		8370			11170	0	11170	2800	16800	0	Jun-06	24
6-Jul	4500	8708		8370		340	11510	230	11740	3033	19833	2	Jul-06	29
6-Aug	4500	8708		8710			11510	230	11740	3033	22865	2	Aug-06	29
6-Sep	4500	8708		8710			11510	230	11740	3033	25898	2	Sep-06	29
6-Oct	4500	8708		8710			11510	230	11740	3033	28931	2	Oct-06	29
6-Nov	4625	8949		8710			11510	230	11740	2791	31722	2	Nov-06	29
6-Dec	4625	8949		8710			11510	230	11740	2791	34512	2	Dec-06	29
7-Jan	4625	9366		8710			11510	691	12201	2835	37347	6	Jan-07	35
7-Feb	4625	9366		8710			11510	691	12201	2835	40182	6	Feb-07	35
7-Mar	4625	9366		8710			11510	691	12201	2835	43017	6	Mar-07	35
7-Apr	4625	9366		8710			11510	691	12201	2835	45852	6	Apr-07	35
7-May	4625	9366		8710			11510	691	12201	2835	48687	6	May-07	35
7-Jun	4625	9366		8710			11510	691	12201	2835	51522	6	Jun-07	35
7-Jul	4625	9782		8710		350	11860	1067	12927	3146	54668	9	Jul-07	41
7-Aug	4625	9782		9060			11860	1067	12927	3146	57813	9	Aug-07	41
7-Sep	4625	9782		9060			11860	1067	12927	3146	60959	9	Sep-07	41
7-Oct	4625	9782		9060			11860	1067	12927	3146	64104	9	Oct-07	41
7-Nov	4750	10046		9060			11860	1067	12927	2881	66986	9	Nov-07	41
7-Dec	4750	10046		9060			11860	1067	12927	2881	69867	9	Dec-07	41
8-Jan	4750	10474		9060			11860	1423	13283	2809	72676	12	Jan-08	47
8-Feb	4750	10474		9060			11860	1423	13283	2809	75486	12	Feb-08	47
8-Mar	4750	10474		9060			11860	1423	13283	2809	78295	12	Mar-08	47
8-Apr	4750	10474		9060			11860	1423	13283	2809	81105	12	Apr-08	47
8-May	4750	10474		9060			11860	1423	13283	2809	83914	12	May-08	47
8-Jun	4750	10474		9060			11860	1423	13283	2809	86723	12	Jun-08	47
8-Jul	4750	10474		9060		360	12220	1955	14175	3701	90425	16	Jul-08	47
8-Aug	4750	10474		9420			12220	1955	14175	3701	94126	16	Aug-08	47

Mr. Dipto Choudhury														
Month	As per 5th Pay		As per 6th Pay Commission							Difference	Cum.Diff.			
	[Total without HRA]		[Total without HRA / TA]											
	Basic	Total	Old Basic * 1.86	Basic	Degree	Increment	Grade Pay As per UGC	DA	Total					
6-Jan	4500	8370	8370	8370			10770	0	10770	2400	2400	0	Jan-06	24
6-Feb	4500	8370		8370			10770	0	10770	2400	4800	0	Feb-06	24
6-Mar	4500	8370		8370			10770	0	10770	2400	7200	0	Mar-06	24
6-Apr	4500	8370		8370			10770	0	10770	2400	9600	0	Apr-06	24
6-May	4500	8370		8370			10770	0	10770	2400	12000	0	May-06	24
6-Jun	4500	8370		8370			10770	0	10770	2400	14400	0	Jun-06	24
6-Jul	4500	8708		8370			10770	215	10985	2278	16678	2	Jul-06	29
6-Aug	4500	8708		8370			10770	215	10985	2278	18956	2	Aug-06	29
6-Sep	4500	8708		8370			10770	215	10985	2278	21234	2	Sep-06	29
6-Oct	4500	8708		8370			10770	215	10985	2278	23512	2	Oct-06	29
6-Nov	4500	8708		8370			10770	215	10985	2278	25790	2	Nov-06	29
6-Dec	4500	8708		8370			10770	215	10985	2278	28067	2	Dec-06	29
7-Jan	4500	9113		8370			10770	646	11416	2304	30371	6	Jan-07	35
7-Feb	4500	9113		8370			10770	646	11416	2304	32675	6	Feb-07	35
7-Mar	4500	9113		8370			10770	646	11416	2304	34979	6	Mar-07	35
7-Apr	4500	9113		8370			10770	646	11416	2304	37282	6	Apr-07	35
7-May	4500	9113		8370			10770	646	11416	2304	39586	6	May-07	35
7-Jun	4500	9113		8370			10770	646	11416	2304	41890	6	Jun-07	35
7-Jul	4500	9518		8370			10770	969	11739	2222	44111	9	Jul-07	41
7-Aug	4500	9518		8370			10770	969	11739	2222	46333	9	Aug-07	41
7-Sep	4500	9518		8370			10770	969	11739	2222	48555	9	Sep-07	41
7-Oct	4500	9518		8370			10770	969	11739	2222	50777	9	Oct-07	41
7-Nov	4500	9518		8370			10770	969	11739	2222	52999	9	Nov-07	41
7-Dec	4500	9518		8370			10770	969	11739	2222	55220	9	Dec-07	41
8-Jan	4500	9923		8370			10770	1292	12062	2140	57360	12	Jan-08	47
8-Feb	4500	9923		8370			10770	1292	12062	2140	59500	12	Feb-08	47
8-Mar	4500	9923		8370			10770	1292	12062	2140	61640	12	Mar-08	47
8-Apr	4500	9923		8370			10770	1292	12062	2140	63780	12	Apr-08	47
8-May	4500	9923		8370			10770	1292	12062	2140	65920	12	May-08	47
8-Jun	4500	9923		8370			10770	1292	12062	2140	68060	12	Jun-08	47
8-Jul	4500	9923		8370			10770	1723	12493	2571	70631	16	Jul-08	47
8-Aug	4500	9923		8370			10770	1723	12493	2571	73201	16	Aug-08	47



Mr. Molly Nandi														
	As per 5th Pay		As per 6th Pay Commission							Difference	Cum.Diff.			
	[Total without HRA / TA /		[Total without HRA / TA]											
			Old Basic			Increm	Grade Pay As							
Month	Basic	Total	* 1.86	Basic	Degree	ent	per UGC	DA	Total					
7-Oct	3200	6768	5952	5960		500	8460	761	9221	2453	2453	9	Oct-07	41
7-Nov	3200	6768		6460			8460	761	9221	2453	4907	9	Nov-07	41
7-Dec	3200	6768		6460			8460	761	9221	2453	7360	9	Dec-07	41
8-Jan	3200	7056		6460			8460	1015	9475	2419	-9779	12	Jan-08	47
8-Feb	3200	7056		6460			8460	1015	9475	2419	12199	12	Feb-08	47
8-Mar	3200	7056		6460			8460	1015	9475	2419	14618	12	Mar-08	47
8-Apr	3200	7056		6460			8460	1015	9475	2419	17037	12	Apr-08	47
8-May	3200	7056		6460			8460	1015	9475	2419	19456	12	May-08	47
8-Jun	3200	7056		6460			8460	1015	9475	2419	21875	12	Jun-08	47
8-Jul	3200	7056		6460		260	8720	1395	10115	3059	24935	16	Jul-08	47
8-Aug	3200	7056		6720			8720	1395	10115	3059	27994	16	Aug-08	47

Mr. Rajesh Kr Singh														
Month	As per 5th Pay		As per 6th Pay Commission							Difference	Cum.Diff.			
	[Total without HRA]		[Total without HRA / TA]											
	Basic	Total	Old Basic * 1.86	Basic	Degree	Increment	Grade Pay As per UGC	DA	Total					
6-Jan	2770	5152	5152.2	5160			6460	0	6460	1308	1308	0	Jan-06	24
6-Feb	2770	5152		5160			6460	0	6460	1308	2616	0	Feb-06	24
6-Mar	2770	5152		5160			6460	0	6460	1308	3923	0	Mar-06	24
6-Apr	2770	5152		5160			6460	0	6460	1308	5231	0	Apr-06	24
6-May	2770	5152		5160			6460	0	6460	1308	6539	0	May-06	24
6-Jun	2770	5152		5160			6460	0	6460	1308	7847	0	Jun-06	24
6-Jul	2770	5360		5160		200	6660	133	6793	1433	9280	2	Jul-06	29
6-Aug	2770	5360		5360			6660	133	6793	1433	10713	2	Aug-06	29
6-Sep	2770	5360		5360			6660	133	6793	1433	12147	2	Sep-06	29
6-Oct	2770	5360		5360			6660	133	6793	1433	13580	2	Oct-06	29
6-Nov	2830	5476		5360			6660	133	6793	1317	14897	2	Nov-06	29
6-Dec	2830	5476		5360			6660	133	6793	1317	16214	2	Dec-06	29
7-Jan	2830	5731		5360			6660	400	7060	1329	17543	6	Jan-07	35
7-Feb	2830	5731		5360			6660	400	7060	1329	18872	6	Feb-07	35
7-Mar	2830	5731		5360			6660	400	7060	1329	20201	6	Mar-07	35
7-Apr	2830	5731		5360			6660	400	7060	1329	21530	6	Apr-07	35
7-May	2830	5731		5360			6660	400	7060	1329	22858	6	May-07	35
7-Jun	2830	5731		5360			6660	400	7060	1329	24187	6	Jun-07	35
7-Jul	2830	5985		5360		200	6860	617	7477	1492	25679	9	Jul-07	41
7-Aug	2830	5985		5560			6860	617	7477	1492	27171	9	Aug-07	41
7-Sep	2830	5985		5560			6860	617	7477	1492	28663	9	Sep-07	41
7-Oct	2830	5985		5560			6860	617	7477	1492	30155	9	Oct-07	41
7-Nov	2890	6112		5560			6860	617	7477	1365	31520	9	Nov-07	41
7-Dec	2890	6112		5560			6860	617	7477	1365	32885	9	Dec-07	41
8-Jan	2890	6372		5560			6860	823	7683	1311	34196	12	Jan-08	47
8-Feb	2890	6372		5560			6860	823	7683	1311	35507	12	Feb-08	47
8-Mar	2890	6372		5560			6860	823	7683	1311	36817	12	Mar-08	47
8-Apr	2890	6372		5560			6860	823	7683	1311	38128	12	Apr-08	47
8-May	2890	6372		5560			6860	823	7683	1311	39439	12	May-08	47
8-Jun	2890	6372		5560			6860	823	7683	1311	40750	12	Jun-08	47
8-Jul	2890	6372		5560		210	7070	1131	8201	1829	42578	16	Jul-08	47
8-Aug	2890	6372		5770			7070	1131	8201	1829	44407	16	Aug-08	47

Mr. Pradipto Saha														
Month	As per 5th Pay		As per 6th Pay Commission							Difference	Cum.Diff.			
	[Total without HRA]		[Total without HRA / TA]											
	Basic	Total	Old Basic * 1.86	Basic	Degree	Increment	Grade Pay As per UGC	DA	Total					
6-Jan	2550	4743	4743	4750			6050	0	6050	1307	1307	0	Jan-06	24
6-Feb	2550	4743		4750			6050	0	6050	1307	2614	0	Feb-06	24
6-Mar	2550	4743		4750			6050	0	6050	1307	3921	0	Mar-06	24
6-Apr	2550	4743		4750			6050	0	6050	1307	5228	0	Apr-06	24
6-May	2550	4743		4750			6050	0	6050	1307	6535	0	May-06	24
6-Jun	2550	4743		4750			6050	0	6050	1307	7842	0	Jun-06	24
6-Jul	2550	4934		4750		190	6240	125	6365	1431	9273	2	Jul-06	29
6-Aug	2550	4934		4940			6240	125	6365	1431	10703	2	Aug-06	29
6-Sep	2550	4934		4940			6240	125	6365	1431	12134	2	Sep-06	29
6-Oct	2550	4934		4940			6240	125	6365	1431	13564	2	Oct-06	29
6-Nov	2605	5041		4940			6240	125	6365	1324	14888	2	Nov-06	29
6-Dec	2605	5041		4940			6240	125	6365	1324	16212	2	Dec-06	29
7-Jan	2605	5275		4940			6240	374	6614	1339	17552	6	Jan-07	35
7-Feb	2605	5275		4940			6240	374	6614	1339	18891	6	Feb-07	35
7-Mar	2605	5275		4940			6240	374	6614	1339	20230	6	Mar-07	35
7-Apr	2605	5275		4940			6240	374	6614	1339	21570	6	Apr-07	35
7-May	2605	5275		4940			6240	374	6614	1339	22909	6	May-07	35
7-Jun	2605	5275		4940			6240	374	6614	1339	24248	6	Jun-07	35
7-Jul	2605	5510		4940		190	6430	579	7009	1499	25747	9	Jul-07	41
7-Aug	2605	5510		5130			6430	579	7009	1499	27246	9	Aug-07	41
7-Sep	2605	5510		5130			6430	579	7009	1499	28745	9	Sep-07	41
7-Oct	2605	5510		5130			6430	579	7009	1499	30245	9	Oct-07	41
7-Nov	2660	5626		5130			6430	579	7009	1383	31627	9	Nov-07	41
7-Dec	2660	5626		5130			6430	579	7009	1383	33010	9	Dec-07	41
8-Jan	2660	5865		5130			6430	772	7202	1336	34347	12	Jan-08	47
8-Feb	2660	5865		5130			6430	772	7202	1336	35683	12	Feb-08	47
8-Mar	2660	5865		5130			6430	772	7202	1336	37019	12	Mar-08	47
8-Apr	2660	5865		5130			6430	772	7202	1336	38355	12	Apr-08	47
8-May	2660	5865		5130			6430	772	7202	1336	39692	12	May-08	47
8-Jun	2660	5865		5130			6430	772	7202	1336	41028	12	Jun-08	47
8-Jul	2660	5865		5130		200	6630	1061	7691	1826	42854	16	Jul-08	47
8-Aug	2660	5865		5330			6630	1061	7691	1826	44679	16	Aug-08	47

No.1-32/2006-U.II/U.I(I)  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education

New Delhi, dated the 31<sup>st</sup> December, 2008

To

The Secretary,  
University Grants Commission,  
Bahadur Shah Zafar Marg,  
New Delhi - 110 002.

Subject:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission.

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the University Grants Commission (UGC) based on the decisions taken at the meeting of the Commission held on 7-8 October 2008, to revise the pay scales of teachers in the Central Universities. The revision of pay scales of teachers shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter, and Regulations to be framed by the UGC in this behalf in accordance with the Scheme given below. The revised pay scales and other provisions of the Scheme are as under:-

**1. General**

(i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.

(iii) The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

(iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC.

(v) Up to 10% of the posts of Professors in universities shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the UGC.

(vi) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters' programmes in disciplines for which there is no NET.

**2. Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:**

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-

**(a) Assistant Professor/Associate Professors/Professors in Colleges & Universities**

(i) Persons entering the teaching profession in Universities and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.

(ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.

(v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

(vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs. 8000.

(viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

(ix) Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of

Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be re-designated as Associate Professor.

(x) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs. 37400-67000 and accordingly re-designated as Associate Professor.

(xi) Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.

(xii) Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions, that may be prescribed by the UGC and the university, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.

(xiii) Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the university. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs. 37400-67000 with AGP of Rs. 10000.

(xiv) The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

(xv) Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs. 12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.

(xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the UGC through Regulations and as may be laid down by the university.

(xvii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting Institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

**(b) Professors in Under Graduate and Post Graduate Colleges:**

(xviii) Ten percent of the number of sanctioned posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that

One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for merit promotion or direct recruitment/ deputation is not an integer, the same shall be rounded off to the next higher integer.

(xix) There shall be one post of Professor in each Department of a Post Graduate College and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/ deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer. The UGC shall issue separate guidelines to ensure availability of minimum standards of academic infrastructure (library, research facilities etc.) for starting Post Graduate Courses in Colleges.

### **3. Pay Scales of Pro-Vice Chancellor/Vice Chancellor of Universities:**

#### **(i) Pro-Vice-Chancellor**

The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs. 12000, as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80,000.

#### **(ii) Vice Chancellor**

The posts of Vice Chancellor shall carry a fixed pay of Rs. 75000 along with a Special Allowance of Rs. 5000 per month.

### **4. Pay Scales of Principals in Colleges:**

#### **(i) Principal of Under Graduate Colleges**

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

#### **(ii) Principal of Post Graduate Colleges**

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university

from time to time. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

**5. Pay Scales and Career Advancement Scheme for Librarians etc:**

**(a) Assistant Librarian/ College Librarian:**

(i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.

**(b) Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale)**

(i) The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.

(ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100.

(iii) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.

(iv) After completing service of 6 years in the AGP of Rs. 6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of Rs. 7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. at an appropriate stage based on their present pay,

**(c) Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)**

(i) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.

(ii) On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.



(iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

(iv) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs. 37400-67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.

(v) Assistant Librarians ( Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs. 8000.

(vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).

(viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs. 15600-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000.

(ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

**(d) Librarian (University)**

(i) The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.

(ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).

(iii) Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' of the 6<sup>th</sup> CPC in the Pay Band of Rs. 3740-67000 with AGP of Rs. 10000.

**6. Pay Scales and Career Advancement Scheme for Physical Education Personnel:**

**(a) Assistant Director of Physical Education( Assistant DPE)/ College Director of Physical Education (College DPE)**

(i) The Assistant Director of Physical Education/ College DPE in the pre-revised pays scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) Pay of incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the 'fixation formula' of the 6<sup>th</sup> CPC.

(iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College DPE.

**(b) Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale)**

(i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.

(ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible for the higher AGP of Rs. 7000

(iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/College DPE in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.

(v) Pay of Incumbent Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, as per the 'fixation formula' of the 6<sup>th</sup> CPC.

**(c) Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade)**

(i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade)

(iii) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

(iv) All incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) whose services in the un-revised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ ADPE (Selection Grade)/ College DPE (Selection Grade) in the un-revised Pay Scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs. 37400-67000 with AGP of Rs. 9000.

**(d) Director of Physical Education (University):**

(i) Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.

(iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs. 37400-67000 as per 'fixation formula' of the Government of India for 6<sup>th</sup> CPC.

**7. Incentives for Ph.D./M.Phil and other higher qualification:**

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the UGC. X

2/ (ii) M.Phil-degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.

7/ (iii) Those possessing Post Graduate degree in a professional course such as LL.M/M.Tech etc., recognised by the relevant Statutory Body/Council, shall also be entitled to 2 non-compounded advance increments at the entry level. ✓

9/ (iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.

B. 1-88

✓ (v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

✓ (vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

x (vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

✓ (viii) Teachers who acquire M.Phil. degree or a post graduate degree in a professional course recognised by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.

x (ix) Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.

x (x) Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

✓ (xi) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

✓ (xii) In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

✓ (xiii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xiv) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.

(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.

(xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xvii) However, persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring M.Phil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.

✓  
(xxi) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

||  
(xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D./ M.Phil. under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

(xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

**8. Other terms and conditions:**

**(a) Increments:**

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

(ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(iv) All issues relating to grant of advance increments to teachers engaged in engineering/ technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

**(b) Pay 'fixation formula':**

The pay 'fixation formula' recommended by 6<sup>th</sup> Central Pay Commission as accepted by the Central Government shall be adopted for teachers and equivalent positions in the Library and Physical Education Cadres.

**(c) Allowances:**

(i) Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with those accepted by the Central Government for Central Government employees on the recommendations of 6<sup>th</sup> Central Pay Commission and shall be applicable from 1.09.2008.

(ii) For teachers and equivalent positions in Library and Physical Education cadres in UGC maintained universities/colleges and institutions deemed to be universities, the rates of allowances as applicable to Central Government Group 'A' employees shall be adopted.

(iii) Teachers and equivalent positions in Library and Physical Education cadres, in UGC maintained universities/colleges and institutions deemed to be universities, with visual, orthopedic hearing or other disabilities under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the Central Government on the recommendations of 6<sup>th</sup> CPC for Central Government Employees with disabilities.

**(d) Study Leave:**

(i) University Grants Commission shall revise its guidelines in respect of granting study leave with pay for acquiring M. Phil etc. and Ph.D. in the relevant discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or M.Phil. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

**(e) Research Promotion Grant:**

(i) University Grants Commission shall prescribe a scheme with appropriate guidelines for providing by way of appropriate 'start up grants' to teachers and other cadres taking up research in all disciplines including basic science research as recommended by 'Prof. M.M. Sharma Committee on Strengthening of Basic Science Research' and suitably adopted for research in social sciences/humanities and other disciplines by the UGC.

**(f) Age of Superannuation:**

(i) In order to meet the situation arising out of shortage of teachers in universities and other teaching institutions and the consequent vacant positions therein, the age of superannuation for teachers in Central Educational Institutions has already been enhanced to sixty five years, vide the Department of Higher Education letter No.F.No.1-19/2006-U.II dated 23.3.2007, for those involved in class room teaching in order to attract eligible persons to the teaching career and to retain teachers in service for a longer period. Consequent on upward revision of the age of superannuation of teachers, the Central Government has already authorized the Central Universities, vide Department of Higher Education D.O. letter No.F.1-24/2006-Desk(U) dated 30.3.2007 to enhance the age of superannuation of Vice- Chancellors of Central Universities from 65 years to 70 years, subject to amendments in the respective statutes, with the approval of the competent authority ( Visitor in the case of Central Universities).

(ii) Subject to availability of vacant positions and fitness, teachers shall also be re-employed on contract appointment beyond the age of sixty five years up to the age of seventy years. Re-employment beyond the age of superannuation shall, however, be done selectively, for a limited period of 3 years in the first instance and then for another further period of 2 years purely on the basis of merit, experience, area of specialization and peer group review and only against available vacant positions without affecting selection or promotion prospects of eligible teachers.

(ii) Whereas the enhancement of the age of superannuation for teachers engaged in class room teaching is intended to attract eligible persons to a career in teaching and to meet the shortage of teachers by retaining teachers in service for a longer period, and whereas there is no shortage in the categories of Librarians and Directors of Physical Education, the increase in the age of superannuation from the present sixty two years shall not be available to the categories of Librarians and Directors of Physical Education.

**(g) Pension:**

(i) For teachers and other cadres in UGC maintained Institutions in receipt of pension, the Central Government rules for pension and gratuity as applicable to Central Government employees shall be applicable. Recommendations of Sixth Central Pay Commission in respect of pension for Central Government employees, including eligibility for full pension i.e. 50% of average pay or last pay drawn whichever is higher after 20 years of qualifying service, shall be adopted for only those teachers and other cadres

who are already on pension in Central Universities/ colleges and other institutions deemed to be universities coming under the purview of the UGC.

(ii) In view of the new pension scheme effective from 1.1.2004, no new cases of conversion to pension scheme shall be allowed.

**(h) Family Pension:**

(i) Family Pension facilities as approved by the Central Government in respect of Central Government Employees on the recommendations of Sixth CPC shall be available to teachers and other cadres in Central Universities and other UGC maintained institutions who are eligible for such Pension at present.

**(i) Additional Quantum of Pension to senior pensioners:**

(i) The facility of additional quantum of pension accepted by the Central Government on the recommendation of 6<sup>th</sup> CPC for senior pensioners of the Central Government shall be extended to persons who are or were in teaching and other cadres on attaining the age of eighty years if they are already in pension scheme in Central Universities and other UGC maintained institutions.

(j) **Gratuity and Encashment of Leave:** Facilities of gratuity and encashment of leave accepted by the Central Government on the recommendation of 6<sup>th</sup> CPC for Central Government employees shall be extended to teachers and other cadres in Central Universities and other UGC maintained institutions.

(k) **Ex-Gratia Compensation:** Families of teachers and other cadres who die in performance of their bona fide duties shall be compensated in the same manner as similarly placed families of Central Government Employees.

**(l) Provident Fund:**

(i) In view of the present policy in regard to Contributory Provident Fund, the status quo shall continue.

**(m) Consultancy Assignments:**

(i) University Grants Commission shall work out a suitable model, for which the models of revenue sharing between institutions and consultant-teachers prevailing in the Indian Institutes of Technology, Indian Institutes of Management and other institutions may be taken into consideration.

**(n) Anomalies of the last PRC:**

(i) Anomalies and unimplemented recommendations of the last Pay Review Committee, if any, shall be examined by the University Grants Commission in consultation with the Ministry of Human Resource Development.

**(o) Other recommendations of PRC and UGC:**

(i) Recommendations made by the Pay Review Committee and the UGC in regard to the various selection processes, service and working conditions, training/ refresher courses etc. shall be considered appropriately by University Grants Commission with the approval of the Central Government, wherever required, or under the Commission's Regulations in accordance with the provisions of the University Grants Commission Act.



**(p) Applicability of the Scheme:**

(i) This Scheme shall be applicable to teachers and other equivalent cadres of Library and Physical Education in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by the UGC in this behalf. Universities implementing this Scheme shall be advised by the UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.

(ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.

(iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay and Grade Pay of the said categories of employees shall be fixed in the appropriate Pay Bands relative to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 6<sup>th</sup> Central Pay Commission.

(iv) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/ scientific organizations of the Central Government.

(v) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

(a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision.

(b) The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure from its own sources.

(c) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 1.01.2006 to 31.03.2010.

(d) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 1.04.2010.

(e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 1.01.2006.

(f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, and may give effect to the revised bands/ scales of pay from a date on or after 1.01.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay Bands as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s).

(g) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and scales of pay mentioned herein above.

**9. Date of implementation of revised pay and allowance and payment of arrears:**

✓ (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-compounded advance increments shall take effect from 1.09.2008.

✓ (ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09, after deduction of admissible income tax.

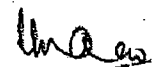
✓ (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this Ministry's O.M. No. F.23-7/2008-IFD dated 23.10.2008., read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30.8.2008.

10. The revised Pay in the relevant Pay Band and the Academic Grade Pay together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

11. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008-E.III dated 30.09.2008.

12. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/decision of the Central Government.

Yours faithfully,



(R.Chakravarty)

Deputy Secretary to the Government of India

**Copy to:**

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi
5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.

7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

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(R.Chakravarty)

Deputy Secretary to the Government of India

No.1-32/2006-U.II(ii)  
 Government of India  
 Ministry of Human Resource Development  
 Department of Higher Education

New Delhi, dated the 31<sup>st</sup> December, 2008

To

The Secretary,  
 University Grants Commission,  
 Bahadur Shah Zafar Marg,  
 New Delhi - 110 002.

Subject:- Scheme of revision of pay scales for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission- regarding.

Sir,

I am directed to say that following the revision of the pay scales of central government employees in pursuance of the recommendations of the 6<sup>th</sup> Central Pay Commission, the Ministry of Finance ( Department of Expenditure) had issued guidelines regarding the pay revision of the employees of Quasi-Government Organisations, Autonomous Organisations and Statutory Bodies etc, set up by and funded/ controlled by the Central Government, vide their O.M. No. 7-23/2008.E.III dated the 30<sup>th</sup> September, 2008. Taking the relevant factors into consideration, it has been decided by the Central Government to revise the pay scales of the officers of the universities and deemed to be universities fully funded by the Central Government, namely, Registrars, Deputy Registrars, Assistant Registrars, Controllers of Examination, Deputy Controllers of Examination, Assistant Controllers of Examinations, Finance Officers, Deputy Finance Officers and Assistant Finance Officers, as mentioned below. The revision of pay scales, etc. shall be subject to various provisions as contained herein, and Regulations to be framed by the UGC in this behalf.

(i) **Registrar /Finance Officer / Controller of Examination**

(a) Registrar /Finance Officer / Controller of Examination in the pre-revised scale of pay of Rs.16400-450-20900-500-22400 shall be placed in the Pay Band of Rs. 37400-67000 with a Grade Pay of Rs.10,000, and pay of these officers shall be fixed at the appropriate stage in the Pay Band in accordance with the guidelines issued by the Ministry of Finance, based on the recommendations of the 6<sup>th</sup> Central Pay Commission as accepted by Central Government. The posts of Registrar/ Finance Officer/ Controller of Examinations shall continue to be filled through direct recruitment as per the existing criteria

(b) The existing minimum qualifications for direct recruitment to the post of Registrar and equivalent posts shall continue, namely, a Master's Degree with at least 55% of the marks or its equivalent grade of 'B' in the UGC 7 point scale. Consequent on change in designation of teachers vide this Ministry's letter

No.1-32/2006-U.II/U.I(i) dated 31<sup>st</sup> December, 2008, experience required for the posts of Registrars and equivalent shall be

- (i) at least 15 years' of experience as Assistant Professor in the AGP of Rs.7000 and above or with 8 years' of service in the AGP of Rs.8000 and above including as Associate Professor along with experience in educational administration; or
- (ii) Comparable experience in research establishment and/or other institutions of higher education; or
- (iii) 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post,

Appropriate regulations shall be issued by the University Grants Commission in this regard.

(c) The age of superannuation, as at present, shall continue to be 62 (sixty two) years for Registrar and equivalent posts.

**(ii) Deputy Registrar / Deputy Finance Officer / Dy Controller of Examination**

(a) On appointment as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, pay shall be fixed in the Pay Band of Rs. 15600-39100 with a Grade Pay of Rs. 7600. They shall move to the Pay Band of Rs. 37400-67000 with a Grade Pay of Rs. 8700, after completing 5 years of service as Deputy Registrar/ Deputy Finance Officer / Deputy Controller of Examination. On moving to the higher Pay Band, they shall continue to be designated as Deputy Registrar/Deputy Finance Officer/Deputy Controller of Examination.

(b) The pay of all incumbent Deputy Registrars/ Deputy Finance Officers/ Deputy Controllers of Examination shall be fixed in the Pay Bands of Rs. 15600-39100 with Grade Pay of Rs. 7600 or Rs. 37400-67000 with Grade Pay of Rs. 8700, as the case may be, depending on length of service in the post; provided that all those who have completed 5 years of service in the pre-revised pay scale of Rs. 12000-18300 as on 1.1.2006 shall be placed at an appropriate stage in the Pay Band of Rs. 37400-67000 with the Grade Pay of Rs. 8700.

(c) The minimum qualifications for direct recruitment to the post of Deputy Registrar and equivalent posts shall be a Master's Degree with at least 55% of the marks or its equivalent grade of 'B' in the UGC 7 point scale; along with-

- (i) Nine years' of experience as Assistant Professor in the AGP of Rs.6000 and above with experience in educational administration; or
- (ii) Comparable experience in research establishment and/or other institutions of higher education; or
- (iii) 5 years' of administrative experience as Assistant Registrar or in an equivalent post,

The University Grants Commission shall frame appropriate Regulations accordingly.

(d) Teachers appointed to the post of Deputy Registrar and equivalent, shall be entitled to appropriate Grade Pay for these categories of posts, and shall not retain Academic Grade Pay of the teaching post held.

(e) Seventy-five percent of the posts of Deputy Registrar/Deputy Finance Officer/Deputy Controller of Examination, as the case may be, shall be filled by direct recruitment, as at present.

(f) There shall be no change in the designation of Deputy Registrar/ equivalent posts on movement to the higher Pay Band from the Pay Band of Rs.15,600- 39,100 with GP of Rs.7,600.

(g) Twenty-five per cent of the posts of Deputy Registrars/Deputy Controller of Examinations/Deputy Finance Officers shall be filled by promotion from among eligible Assistant Registrars/Assistant Controller of Examinations/Assistant Finance Officers, as the case may be.

(h) The age of superannuation of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, shall continue to be 60 (sixty) years as at present.

**(iii) Assistant Registrar/Assistant Finance Officer/Assistant Controller of Examination**

(a) These posts shall be in the Pay Band of Rs. 15600-39100 with a Grade Pay of Rs. 5400.

(b) The existing minimum qualifications prescribed for direct recruitment for the post of Assistant Registrar and equivalent, which are Master's Degree with at least 55% of the marks or its equivalent grade of 'B' in the UGC 7pt scale along with a good academic record, as laid down by UGC, shall continue to be in force.

(c) All direct recruitment to posts of Assistant Registrar and equivalent posts shall be made as per existing procedure.

(d) The existing pattern of 50% of the posts at this level being filled through promotion from the lower grades shall continue. The minimum educational qualifications mentioned above shall not apply in the case of promotion.

(e) Assistant Registrar and equivalent posts shall be eligible for the higher Grade Pay of Rs. Rs.6600 within the Pay Band of Rs. 15600-39100 after 8 years of service provided, as currently required, they have participated in two training programmes on Education Administration, each, of approximately four weeks' duration and their performance appraisal reports are consistently satisfactory. The higher Grade Pay of Rs.6,600 shall be restricted, as at present, in the case of promotion to senior scale of these posts, to 50% of total strength of Assistant Registrars or their equivalent grades, as the case may be.

(f) Appropriate regulations shall be issued by the University Grants Commission in this regard.

(g) The age of superannuation of Assistant Registrar/Assistant Finance Officer/ Assistant Controller of Examination, shall continue to be 60 (sixty) years as at present.

**2. Pay 'fixation formula':**

The pay 'fixation formula' recommended by 6<sup>th</sup> Central Pay Commission as accepted by the Central Government shall be adopted.

**3. Date of implementation of revised pay and allowance and payment of arrears:**

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.01.2006. The Revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. shall take effect from 1.09.2008.

(ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09, after deduction of admissible income tax.

(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this Ministry's O.M. No. F.23-7/2008-IFD dated 23.10.2008.

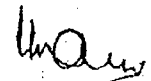
(iv) The revised scales of Pay and applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

3. These orders shall be applicable in all Central Universities and institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. Universities may be advised to amend their statutes and ordinances in line with the Regulations within three months from the date of issue of this letter.

Other terms and conditions shall be governed in accordance with the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008-E.III dated 30.09.2008, regarding revision of the scales of pay of the employees of all the Autonomous/Statutory Bodies/Institutes. In this connection, this Ministry's letter No. 2-1/2008-U.I(A) dated 6.10.2008 refers.

5. Anomalies, if any, in the implementation of this scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/decision.

Yours faithfully,




(R. Chakravarty)

Deputy Secretary to the Government of India

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities maintained by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi
5. Secretary, Department of Personnel & Training, North Block, New Delhi

6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member-Secretary, All India Council for Technical Education, New Delhi.
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

  
(R. Chakravarty)

Deputy Secretary to the Government of India



The West Bengal National University of Juridical Sciences

Note

24.12.08

Revision of Tuition Fees of the New Students Year 2009

The Core Committee of CLAT in its meeting held on 3<sup>rd</sup> & 4<sup>th</sup> November, 2008 at NALSAR, Hyderabad decided there must be uniform tuition fees in all the National Law Schools.

The Committee was also of the opinion that on the account of sharp increase in the salaries of the National Law Schools, in view of the New UGC/Govt. pay scales there was an immediate need to increase the tuition fees.

The Committee also suggested that the Universities may charge a minimum of Rs.70,000 per annum towards tuition fees for the B.A/B.Sc LL.B (Honours) course.

The university authorities may look into the matter and decide accordingly.

  
24/12/08  
Dr. A.K. Poddar

Associate Professor of Law

& Member, IC-CLAT, NUJS.

**MINUTES OF THE MEETING OF THE CORE COMMITTEE HELD  
ON 3-4 NOVEMBER, 2008**

The meeting of the Core Committee of CLAT-2009 was held on 3<sup>rd</sup> and 4<sup>th</sup> November, 2008 at NALSAR University of Law, Shameerpet. The following members were present:

1. Prof. Mool Chand Sharma, Vice-Chairman, UGC
2. Prof. Veer Singh, Vice-Chancellor, NALSAR - Convenor
3. Prof. A. Jayagovind, Vice-Chancellor, NLSIU, Bangalore
4. Prof. M.P. Singh, Vice-Chancellor, WBNUJS, Kolkata
5. Prof. S.S. Singh, Director, NLIU, Bhopal
6. Hon'ble Mr. Justice N.N. Mathur, Vice-Chancellor, NLU, Jodhpur
7. Prof. M.K. Srivastava, Vice-Chancellor, HNLU, Raipur
8. Prof. Gurjeet Singh, Vice-Chancellor, RGNU, Punjab
9. Prof. A. Lakshminath, Vice-Chancellor, CNLU, Patna
10. Prof. Balraj Chauhan, Director, RMLNLU, Lucknow
11. Prof. P. Leela Krishnan, Member, Executive Council, NUALS, Kochi
12. Mrs. Anita Mistra, Registrar, RMLNLU, Lucknow
13. Dr. Ghayur Alam, Senior Faculty Member, NLIU, Bhopal
14. Prof. Vijaya Kumar, Professor of Law, NLSIU, Bangalore
15. Mr. Ch. Ramesh Kumar, Assistant Professor, GNLU, Ahmedabad
16. Prof. K.V.S. Sarma, Registrar, NALSAR
17. Dr. Vijender Kumar, Associate Professor, NALSAR

Prof. Veer Singh, Vice-Chancellor, NALSAR UNIVERSITY OF LAW AND THE CONVENOR OF THE COMMON LAW ADMISSION TEST (CLAT-2009) welcomed all members of the CLAT Core Committee and Chaired the meeting. The CORE COMMITTEE after elaborate discussions has taken the following decisions.

**ITEM NO.1**

**UNIFORM TUTION FEE IN NATIONAL LAW SCHOOLS:**

All the members were of the opinion that on account of sharp increase in the salaries of the staff members of the NATIONAL LAW SCHOOLS in view of proposed new UGC / Government pay scales there was an immediate need to increase the "TUTION FEE." The Committee suggested that the Universities may charge a minimum of Rs. 70,000/- p.a. towards tuition fee for the B.A., LL.B. (Hons.) course. However, it was further suggested that this recommendation shall be considered as a guideline only.

**Agenda Item No:7**

**Report of the Committee formed for review of job content and career progression for the administrative staff working in the University.**

The matter arises out of the 27<sup>th</sup> meeting of the Executive Council dated 23/8/2008(Agenda Item No.9). The Executive Council had deferred the matter.

The Standing Committee in its 23<sup>rd</sup> meeting dated 12/4/2008 had recommended that a review of the job content of the administrative staff including prospects of promotion be undertaken. In this regard the University had proposed to form a committee for reviewing the job content of the Administrative staff and also for proposing a career advancement scheme.

The Standing Committee had accepted the proposal and recommended that a Committee may be formed by the Vice Chancellor under the Chairmanship of Mr. Satrajit Chaudhuri, Former Ombudsman, Insurance Regulatory Commission.

Accordingly, a committee was formed by the University under the chairmanship of Mr. Satrajit Chaudhuri with the following members:

1. Mr.N.Konar, Member
2. Mr.A.Mazumder, Member
3. Mr.S.Guha, Member-Secretary

The Committee has now submitted an initial report(Annexure 7 A).The Standing Committee had directed that that the matter may be placed in the next meeting of the Executive Council along with the report received from the Indian Institute of Psychometry, who are to make an assessment of personnel in regard to all existing sections of the University in relation to the existing work in the University. The Indian Institute of Psychometry has written to the University expressing their inability to undertake the work.

Submitted for directions.

manpower planning for effective utilisation of human resources. With this end in view we request the University to define contents of the jobs and duties and responsibilities of the following staff which are under our consideration for review:-

- i) Campus Supervisor
- ii) PA to Vice Chancellor
- iii) Data Entry Operator
- iv) Library Assistant
- v) Reception cum Telephone Operator
- vi) Driver cum Attendant
- vii) Office Attendant.

We also suggest that the task of defining the job may be assigned to a Professional Management Agency for an objective assessment in respect of the following aspects:-

- a) Total workload generated by various offices/Centres/Schools/Department etc. of the University;
- b) Analysis of the work and grouping and bunching of similar types of functions and work under broad heads;
- c) Requirement of supporting staff to dispose of the above volume of work on the basis of accepted standard work norm;
- d) Designing new designation for the staff, if called for, so that designation correctly reflects the type of work handled by them.

Once job identification and job content is ascertained we may proceed to formulate appropriate pay scale for each category of staff.

- 6) As regards scheme for career progression we have considered various options and one such option is to adopt the career progression scheme introduced for non-law teachers of the University [Part III/Chapter II/8(6) of the Regulations]. It has laid down Merit Promotion Scheme with four grades of pay. Following this scheme we may introduce revised pay scales in 4 grades for the supporting staff:-

- a) Initial pay scale for 8 years of continuous service;
- b) On renewal of contract after 8 years, a higher pay scale for another 8 years;
- c) A pay scale higher than (b) on completion of 16 years of service;
- d) A selection grade for staff continuing beyond © still superannuation.

7) While on the subject of career progression, we can't help observing a sense of uncertainty and insecurity among the staff about their future in the University. Such thoughts are demoralising and will lead them to leave the University at the earliest opportunity in search of a better prospect elsewhere. In order to discourage such tendency and to retain the efficient workers, the University may have to decide whether the existing system of contractual appointment for 5 years with one year probation is- in the best interest of the administration. It may instead, decide to introduce a system of permanent employment with one or two years of probation before giving the regular scale.

8. Permanent cadre of employees secure in their job are likely to organise themselves into Unions and may fall prey to interference by political parties. They are likely to assert their Rights rather than Duties- with inevitable erosion of discipline and efficiency. But as against this likely scenario, we will continue to have the present uncertain and insecure staff - looking for better opportunities outside- never developing loyalty for the organisation. Pitfalls of Japanese "life-time-employment" and American "hire-and-fire" system have been widely-discussed in Management Studies. But we have to make conscious choice and our vote is to choose a permanent cadre of staff with suitable safeguards to make the system work. There are well established mechanism both in the State and Central govt. to weed out non-performing and in disciplined staff. But perhaps the best safeguard against ills of "permanent settlement" will be an administration which by its conduct is seen to be independent, impartial, transparent, firm but fair and compassionate.

We shall be grateful if the University consider our suggestions and give the benefit of its views and comment at the early date so that we may finalise our recommendations shortly.

With regards,

Yours faithfully

Sd/-

**Satrajit Chaudhuri**

( Permanent invitee to Standing Committee , WBNUJS  
& Chairman of Review Committee)

18/3/2008

**Agenda Item No:8**

**REVISION OF FEES STRUCTURE – A PROPOSAL**

Fees from student are the only major sources of revenue to meet the expenses, both capital and revenue, in this University. Government grants are available only for payment of installments to the Bank loan taken for building the campus. Whereas attempts are on to secure grants from-UGC and other Government sources for specific developmental needs, the authorities may like to consider a revision of existing fees for the purpose of sustainability and growth. This will also ensure better financial health to facilitate drawing up perspective and forward looking plans. It may be pertinent to mention here that there has not been any substantive increase in fees payable by student for both LLB and LLM Programmes for the past six years. The present fees structure of the WBNUJS may be considered as the least in comparison to fees structure of other National Law Universities of the country which may be clear if we pay a cursory look at the comparative chart of fees structure of the NLUS including WBNUJS as annexed – (**Annexure- 8A**). It may be worthwhile to mention that in the wake of revision of fee of all the Central Government employees as per recommendation of Central Sixth Pay Commission and of all teaching and administrative post of officers' of colleges and Universities as per recommendation of UGC pay review committee and as accepted by the Government of India giving its effect from 1.1.2006, it would be very difficult to meet the liabilities on the account of payment of salary including arrear of salary (@ 40% in 2009-2010 and 60 % 2010-2011) and other major capital and revenue nature of expenses from the next financial year(2009-2010) unless fees structure of this university undergo an immediate revision at the proposed rate(s) (**Annexure 8B**) and somewhat inline with the enhancement in the fees structure for B.Sc/B.A. LL.B(Hons.) suggested by the CLAT committee in its meeting held on 3<sup>rd</sup> & 4<sup>th</sup> November at NALSAR, Hyderabad (Minutes of the meeting of the committee enclosed) (**Annexure - 8C**) with a view to make a uniform tuition fee in all the national law schools.

However, as analyzed, there will be a total budget requirement of Rs. 235 lakhs for payment of salary in 2009-2010 on revised rate of pay for the existing staff of the University and if additional proposed recruitment in different teaching and non-teaching grades are made during 2009-2010, an additional liability of Rs. 180 lakhs would be there. A provision has also been made of Rs. 38 Lakhs for payment of arrear salary @ 40 % in 2009-2010.

In order to meet the demands of additional sums arising out of recent hike in pay of existing employee as well as for new recruits, a table has been prepared (**Annexure – 8D**) to project the idea of financial burden which may kindly be considered so that the revised fee structure may be implemented from the next academic session to support the extreme financial liability of the University.

Submitted for directions.

Comparative Fee Structure													
Particulars of fees													
One time	Annual	NLSIU		NALSAR		HNLU		NLU, Jodhpur		GNLU		NUJS	
		FS/NRI	Others	FS/NRI	Others	FS/NRI	Others	FS/NRI	Others	FS/NRI	Others	FS/NRI	Others
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Admission Fee		INR 5000	5000	INR 1000	1000	INR 5000	5000	USD 400	10000		500	INR 1000	1000
	Tuition Fee/Semester Fee	USD 3300	55000	USD 5000	85000	USD 3000	50000	USD 3600	70000		50000	USD 3000	30000
	Internet Charges			INR 5000	5000	INR 5000	5000	USD 300	6000			INR 3000	3000
	Infrastructure fee and Support Service fee	INR 8000	8000	INR 5000	5000	INR 1000	1000	USD 600	11000		5000	INR 5000	5000
	Rent for halls of residence	INR 12000	12000	INR 12000	12000	INR 12000	12000	INR 12000	12000		8000	INR 12000	12000
	Basic Services (Hostel)	INR 5000	5000								5000		
	Laboratory Fee							INR 4000	2000				
	Journal Fee			INR 2000	2000			INR 100	100				
	Placement Fee							INR 1000	500				
	Library Fee	INR 6500	6500	INR 2000	2000	INR 5000	5000	INR 3000	1500			INR 5000	5000
	Medical Fee	INR 1000	1000										
	Student Welfare Fund			INR 1000	1000	INR 1000	1000				1000	INR 3000	3000
	Examination fee			INR 2000	2000			INR 2000	1000		1000	INR 1000	1000
	Reading Material Fee			INR 1000	1000								
	Electricity Charges			INR 3000	3000								
	Transportation Charges					INR 4000	2000				3000		
	Mess Basic & GWC		10000										
	Hostel Application Fee		50										
	Smart Card Fee		220										
	Amenities & Others	INR 5000	5000	INR 3000	3000	INR 1000	1000	INR 1000	500		6500		
		INR 42500		INR		USD 3000		USD 4900				USD	
		+ USD 3300	107770	37000+US D 5000	122000	+ INR 34000	82000	+ INR 23100	114600		80000	3000+	60000
	TOTAL												
Refundabl													
e Deposits													
Library		INR 5000	5000	INR 5000	5000		25000	INR 5000	5000		5000	10000	10000
Hostel		INR 5000	5000	INR 5000	5000				3000		2000		
Hostel			2500										
(For SC / ST)		INR 1000	1000	INR 3000	3000			INR 2000	3000		3000		
Mess													

Existing Student Category	No of Students	Present Tution Fee	Increase in Tution Fee	Total Amount in Rs.P
Non-Nri	310	30000	20000	6200000
Nri+Foreign Nationals	78	\$3,000	\$500	1560000
<b>Total</b>				<b>7760000</b>
For New Student	No of Students	Present Tution Fee	Increase in Tution Fee	Total Amount in Rs.P
<b>SEMESTER FEE</b>	<b>70,000</b>			
Non-Nri	103	30000	40000	4120000
Nri+Foreign Nationals	22	\$3,000	\$2,000	1760000
<b>Total</b>				<b>5880000</b>

<b>SEMESTER FEE</b>	<b>75,000</b>			
Non-Nri	103	30000	45000	4635000
Nri+Foreign Nationals	22	\$3,000	\$2,250	1980000
<b>Total</b>				<b>6615000</b>

<b>SEMESTER FEE</b>	<b>80,000</b>			
Non-Nri	103	30000	50000	5150000
Nri+Foreign Nationals	22	\$3,000	\$2,500	2200000
<b>Total</b>				<b>7350000</b>

<b>SEMESTER FEE</b>	<b>85,000</b>			
Non-Nri	103	30000	55000	5665000
Nri+Foreign Nationals	22	\$3,000	\$2,750	2420000
<b>Total</b>				<b>8085000</b>



## MINUTES OF THE MEETING OF THE CORE COMMITTEE HELD ON 3-4 NOVEMBER, 2008

The meeting of the Core Committee of CLAT-2009 was held on 3<sup>rd</sup> and 4<sup>th</sup> November, 2008 at NALSAR University of Law, Shamserpet. The following members were present:

1. Prof. Mool Chand Sharma, Vice-Chairman, UGC
2. Prof. Veer Singh, Vice-Chancellor, NALSAR - Convenor
3. Prof. A. Jayagovind, Vice-Chancellor, NLSIU, Bangalore
4. Prof. M.P. Singh, Vice-Chancellor, WBNUJS, Kolkata
5. Prof. S.S. Singh, Director, NLIU, Bhopal
6. Hon'ble Mr. Justice N.N. Mathur, Vice-Chancellor, NLU, Jodhpur
7. Prof. M.K. Srivastava, Vice-Chancellor, HNLU, Raipur
8. Prof. Gurjeet Singh, Vice-Chancellor, RGNU, Punjab
9. Prof. A. Lakshminath, Vice-Chancellor, CNLU, Patna
10. Prof. Balraj Chauhan, Director, RMLNLU, Lucknow
11. Prof. P. Leela Krishnan, Member, Executive Council, NUALS, Kochi
12. Mrs. Anita Mishra, Registrar, RMLNLU, Lucknow
13. Dr. Ghayur Alam, Senior Faculty Member, NLIU, Bhopal
14. Prof. Vijaya Kumar, Professor of Law, NLSIU, Bangalore
15. Mr. Ch. Ramesh Kumar, Assistant Professor, GNLU, Ahmedabad
16. Prof. K.V.S. Sarma, Registrar, NALSAR
17. Dr. Vijender Kumar, Associate Professor, NALSAR

Prof. Veer Singh, Vice-Chancellor, NALSAR UNIVERSITY OF LAW AND THE CONVENOR OF THE COMMON LAW ADMISSION TEST (CLAT-2009) welcomed all members of the CLAT Core Committee and Chaired the meeting. The CORE COMMITTEE after elaborate discussions has taken the following decisions.

### ITEM NO.1

#### UNIFORM TUTION FEE IN NATIONAL LAW SCHOOLS:

All the members were of the opinion that on account of sharp increase in the salaries of the staff members of the NATIONAL LAW SCHOOLS in view of proposed new UGC / Government pay scales there was an immediate need to increase the "TUTION FEE." The Committee suggested that the Universities may charge a minimum of Rs. 70,000/- p.a. towards tuition fee for the B.A., LL.B. (Hons.) course. However, it was further suggested that this recommendation shall be considered as a guideline only.

	Based on :	
	(In Lakhs)	
	old Pay Scale	New Pay Scale
Existing Liabilities for Salary for Teaching & Non-Teaching Staff	165	235
Additional Liability of salary for Teaching & Non-Teaching if recruited against the vacancies	40	180
Arrear 40 %		38
Total	205	453

**Agenda Item No:9**

**Report of the work undertaken for the construction of the University Auditorium.**

The Standing Committee in its meetings dated 1/11/2008 and 2/12/2008 has finalised contractors for  
1. Stage craft, Lighting and Acoustics work 2. Civil and General Electric work 3. Sound System in the  
University on the basis of recommendations received from M/s.Polaris, University appointed architects  
for the work on the auditorium.

The air conditioning work of the University auditorium awarded to M/s.Voltas has cost Rs. 3992393/-.The  
Air Conditioning work has been completed.

The contractors who were awarded the University Auditorium work on the recommendation of  
M/s.Polaris are;

1. M/s. United Projects : Rs.2039898/-(Stage craft and Stage Lighting)
2. M/s.Curtain Centre : Rs.1613690/-(Acoustic System)
3. M/s.Curtain Centre : Rs.5470207.92(Civil work)
4. M/s.United Projects : Rs.1266047/-(Sound System)

Subsequently, work has commenced on the auditorium and is expected to be complete by  
31/3/2009. A statement is enclosed in regard to the expenditure incurred as on  
12/2/2009.(Annexure 9A)

Submitted for information.

Annexure - 9A

Expenses as on 12-02-2009

Particular of receipt	Amount	Particular of Payment	Amounts
Total accumulated fund for auditorium	11532802	Payment of M/S POLARIS	126855
		Payment made to Voltas Limited	2376752
		Payment made to Curtain Centre	1603652
		Payment made to United Project	1560078
		Payment made to Consultant Engineer Mr. Jayant Kr. Mitra	24000
		Total Expenses till date	5691337
		Balance in the fund	5841465
	11532802		11532802

**Agenda Item No:10**

**Status of Constitution of Standing Committee – A Report**

The Executive Council in its 17<sup>th</sup> meeting dated : 7/8/2004 had constituted a Standing Committee having a term of three years. (Annexure 10 A).

Subsequently the Executive Council in its 22<sup>nd</sup> meeting dated 16/9/2006 had amended the term of the office of the members of the Standing Committee to five years unless dissolved or reconstituted earlier by the Executive Council. .(Annexure 10 B).

The term of the first Standing Committee is to end during August 2009.

Submitted for directions.

**RESOLUTION**

(SEVENTEENTH MEETING OF THE EXECUTIVE COUNCIL DATED  
07.08.2004)

**A. Set up and functions of the Standing Committee**

In exercise of the powers conferred under Clauses 11 & 12 of the Schedule to the WBNUJS Act, 1999, the Executive Council hereby constitutes a Standing Committee, with the following delegated functions:

- a) Saye and except the posts mentioned in Clause 9(1) of the Schedule to the WB NUJS Act, to create administrative, ministerial and other necessary posts, to determine the number and emoluments of such posts, to specify minimum qualifications for appointment to such posts on such terms and conditions of service as may be prescribed by regulations in this behalf.
- b) To manage and regulate the finances, accounts, investments, property and business of the University, without affecting the powers and functions of the Finance Committee under Clause 16 of the Schedule to the WBNUJS Act;
- c) To invest any money belonging to the University including any unapplied income, in such stock, funds, shares or securities, as it may, from time to time, think fit, or in the purchase of immovable property in India, with the like power to vary such investments from time to time;
- d) To consider and give appropriate directions to the recommendations of the Finance Committee; and
- e) To perform such other functions as may be directed by resolution of the Executive Council.

All decisions made and actions taken by the Standing Committee shall be placed for confirmation or otherwise of the Executive Council at a meeting or by circulation. The Executive Council shall have the full power to approve.

modify, alter or revise wholly or partly the decisions made or action taken by the Standing Committee.

The Standing Committee shall be composed of the following members:

- i) The Vice Chancellor,
- ii) The Treasurer,
- iii) One Judge of the High Court, Calcutta nominated by the Executive Council,
- iv) One Lawyer nominated by the Executive Council,
- v) The Advocate General of West Bengal,
- vi) The Secretary, Judicial Department, or in his absence, a senior officer of Judicial Department as may be nominated by the Law and Judicial Department, Government of West Bengal,
- vii) Finance Secretary or any other senior officer of the Department of Finance, Government of West Bengal, to be nominated by the Government of West Bengal,
- viii) Secretary, Department of Higher Education, or, in his absence, any other senior officer of the Department nominated by the Government of West Bengal,
- ix) Two teachers of the University to be nominated by the Vice Chancellor by rotation from among the members of the Executive Council. Tenure of appointment of the teacher-member shall coincide with the membership to the Executive Council, and shall not, in any case, exceed two years.

The Committee may invite an academician, or any distinguished person to be nominated by the Vice Chancellor in the meeting.

modify, alter or revise wholly or partly the decisions made or action taken by the Standing Committee.

The Standing Committee shall be composed of the following members:

- i) The Vice Chancellor,
- ii) The Treasurer,
- iii) One Judge of the High Court, Calcutta nominated by the Executive Council,
- iv) One Lawyer nominated by the Executive Council,
- v) The Advocate General of West Bengal,
- vi) The Secretary, Judicial Department, or in his absence, a senior officer of Judicial Department as may be nominated by the Law and Judicial Department, Government of West Bengal,
- vii) Finance Secretary or any other senior officer of the Department of Finance, Government of West Bengal, to be nominated by the Government of West Bengal,
- viii) Secretary, Department of Higher Education, or, in his absence, any other senior officer of the Department nominated by the Government of West Bengal,
- ix) Two teachers of the University to be nominated by the Vice Chancellor by rotation from among the members of the Executive Council. Tenure of appointment of the teacher-member shall coincide with the membership to the Executive Council and shall not, in any case, exceed two years.

The Committee may invite an academician, or any distinguished person to be nominated by the Vice Chancellor in the meeting.



The Standing Committee shall have powers to invite any person or persons for specific purpose or as Permanent Invitee.

The Standing Committee shall meet as frequently as may be necessary and expedient.

The Vice Chancellor of the University shall preside over the meetings of the Standing Committee. In his absence, the Treasurer shall preside.

Four members of the committee shall form a quorum. In the case of difference of opinion among the members, the opinion of the majority shall prevail.

The term of appointment of a member of the Executive Council other than ex-officio member shall be for a period of three years.

# 22ND EXECUTIVE COUNCIL

ANNEXURE-10B

DT: 16/9/2006

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
✓ 9.	Amendment to the composition of Standing Committee.	<p>The Executive Council in its 17<sup>th</sup> Meeting dated 7<sup>th</sup> August 2004 resolved to constitute a Standing Committee.</p> <p>The first meeting of the Standing Committee was held on 16<sup>th</sup> October 2004. The Committee met twelve times to deal with 188 items of agenda till date.</p> <p>Based on the experience of the past two years, it was felt that certain changes in composite and functions of the Committee may be expedient. Accordingly, following amendments to the regulation governing the setting up and functions of the Standing Committee are proposed.</p> <ol style="list-style-type: none"> <li>1. Clause (a) may be amended to read as follows:              "Save and except the post of the Vice Chancellor or the posts of Registrar, Librarian, Professors, Associate Professors and Assistant Professors on regular basis, to create academic, administrative, ministerial and other necessary posts, to determine the number and emoluments of such posts, to specify minimum qualifications for appointment to such posts in such manner and on such terms and condition of service as may be prescribed by regulations in this behalf."</li> <li>2. Composition of the Standing Committee may be amended as follows :              " The Standing Committee shall be composed of the following members :              i) The Vice Chancellor              ii) The Treasurer              iii) The Judge of the High Court, Calcutta nominated to the Executive Council by the Chancellor.              iv) One Lawyer nominated by the Executive Council.              v) The Advocate General.              vi) The Additional Advocate General              vii) The Secretary to the Govt. of West Bengal, Judicial Department or in his absence, a senior officer of the Judicial Department as may be nominated by the Law &amp; Judicial Department, Govt. of West Bengal.              viii) The Secretary to the Govt. of West Bengal, Finance Department or any other senior officer of the Department of Finance, Govt. of West Bengal, to be nominated by the Government of West Bengal.</li> </ol>	

Sl. No.	Agenda Item	Resolution	Remarks/Action Taken
		<p>ix) The Secretary to the Govt. of West Bengal, Higher Education Department or in his absence, or in his absence any other senior officer of the Department nominated by the Government of West Bengal.</p> <p>x) Two teachers of the University to be nominated by the Vice Chancellor by rotation. Tenure of appointment of teacher-member shall not exceed two years."</p> <p>3. Following paragraph may substitute the last paragraph of the Resolution of 07.08.2004. "The term of the office of the members of the Standing Committee, unless dissolved or reconstituted by the Executive Council earlier, shall be five years."</p> <p><b><u>RESOLUTION</u></b> The Council approved the proposal to amend the regulations governing the setting up and functions of the Standing Committee adopted vide the Resolution at its 17<sup>th</sup> Meeting dated 07.08.2004 with immediate effect.</p>	

**Agenda Item No.11**

**Proposal mooted by Board of Editors, NUJS Law Review Magazine.**

The Board of Editors of NUJS LAW REVIEW MAGAZINE has proposed (Copy of the proposal - Annexure 11A) that a sum of Rs. 500.00 (Five Hundred) to be separately collected at the time of collection of Monsoon Semester Fee from next semester on annual basis from each student with a view to provide the students with four issues of the NUJS LAW REVIEW .

The collected amount received from the students will be transferred to NUJS LAW REVIEW MAGAZINE BANK a/c to meet the cost of publishing the four issues of the NUJS LAW REVIEW. The unspent balance of collected fees needs to be invested suitably for earning of higher rate of interest.

Submitted for Consideration

Reg 163/i  
30/1/09  
To,  
The Vice Chancellor  
WBNUJS  
Kolkata-98

VC 0082/01/36/01/09

ANNEXURE-11A

Date: 29 January, 2009

Dear Sir,

Subject: Proposal for increment in the annual fees in order to provide the students with issues of the NUJS Law Review

Please consider the following proposal so as to provide the students with the issues of the NUJS Law Review.

The Board of Editors, NUJS Law Review propose the inclusion of Rs.500/- to the annual fees payable. This is to facilitate the provision of four issues of the NUJS Law Review to the students of the University. The President, Student Juridical Association (SJA) too, has conceded to the same.

Looking forward for an early response,

Thanking you,

Yours sincerely,

*Madhurya Arindam*

(Board of Editors, NUJS Law Review)