

The West Bengal National University of Juridical Sciences



AGENDA NOTES FOR THE 35th MEETING OF THE

EXECUTIVE COUNCIL

TO BE HELD ON 30th APRIL 2011 AT 11:00 A.M.

AT DR.AMBEDKAR BHAVAN, SALT LAKE, KOLKATA

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

35th MEETING OF THE EXECUTIVE COUNCIL

30th APRIL, 2010 AT 11: 00 a.m.

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The W.B. National University of Juridical Sciences

Dr. Ambedkar Bhavan

Salt Lake, Kolkata

35th Meeting of the Executive Council

30th April, 2011

AGENDA NOTES

Agenda Item No. 1 Confirmation of the Minutes of the 34th Meeting of the
Executive Council held on 8th January 2011.

Minutes of the 34th Meeting of the Executive Council of NUJS held on 8th January, 2011 are
enclosed as **Annexure 1A** for confirmation.

W. B. NATIONAL UNIVERSITY OF JURIDICAL SCIENCES

Dr. Ambedkar Bhavan

Salt lake, Kolkata

Minutes of the Thirty-fourth Meeting of the Executive Council of

W.B. National University of Juridical Sciences

Held on 8 January, 2011

At Dr. Ambedkar Bhavan, Salt lake, Kolkata.

The Thirty - fourth Meeting of the Executive Council was held on 8 January , 2011 at Dr. Ambedkar Bhavan, Salt lake, Kolkata. Following Members were present :-

1. Hon'ble Mr. Justice A.K. Ganguly
Judge, Supreme Court of India, New Delhi
2. Prof. M.P. Singh
Vice Chancellor and Chairman, Executive Council
NUJS, Kolkata.
3. Hon'ble Mr. Justice P.C. Ghose,
Judge, Calcutta High Court, Kolkata.
4. Hon'ble Mr. Mr. Balai Chandra Ray,
Advocate General, West Bengal.
5. Mr. Dipankar P. Gupta,
Senior Advocate, Supreme Court of India,
New Delhi.
6. Mr. Nisith Adhikary
Additional Advocate General
West Bengal
7. Mr. K.Y.S. Manhas,
Principal Secretary to the Government of West Bengal,
Judicial Department, Kolkata.

8. Professor Shamnad Basheer
IPR Chair Professor,
WBNUJS, Kolkata.
9. Ms. Ruchira Goswami
Assistant Professor (Sociology)
WBNUJS, Kolkata
10. Ms. Jasmine Joseph
Assistant Professor (Law)
WBNUJS, Kolkata

Dr. A.K. Poddar, Registrar (Acting), WBNUJS & Ex-Officio Secretary to the Council was also present.

Hon'ble Mr. Justice Chittatosh Mookerjee, Former Chief Justice of Calcutta & Bombay High Courts, Kolkata, Hon'ble Mr. Rabilal Maitra, Minister in Charge, Law and Judicial Department, Govt. of West Bengal, Professor T.K. Oommen, Emeritus Professor, School of Social Systems, Jawaharlal Nehru University, New Delhi, Mr. K.K. Venugopal, Senior Advocate, Supreme Court of India, New Delhi, Mr. R.N. Dutta, Former Sheriff, Calcutta, Principal Secretary to the Govt. of West Bengal, Finance Department, Member, , Principal Secretary to the Govt. of West Bengal, Higher Education Department., Member, Prof. P. Balaram, Director, IISc., Bangalore, Professor Sudhir Krishnaswamy, Professor (Law), WBNUJS, Kolkata, could not attend the meeting due to preoccupations.

The West Bengal National University of Juridical Sciences

Minutes of the 34 Meeting of the Executive Council of WBNUJS held on 8 January, 2011.

| Sl. No. | Agenda Item | Resolution | Remarks/Action Taken |
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| 1. | Confirmation of the minutes of the 33 rd Meeting of the Executive Council held on 28 August 2010. | <p>The Vice Chancellor welcomed the new teacher members: Ms.R.Goswami, Assistant Professor(Sociology) and Ms.J.Joseph, Assistant Professor(Law) to the Executive Council.</p> <p>The Minutes of the 33rd Meeting of the Executive Council held on 28 August 2010 were confirmed.</p> | |
| 2. | Ratification of the minutes of the 38 th Meeting of the Standing Committee held on 17 July 2010. | <p>The minutes of the 38th Meeting of the Standing Committee dated 17 July 2010 were placed for ratification.</p> <p><u>RESOLUTION</u></p> <p>The Minutes of the 38th Meeting of the Standing Committee held on 17 July 2010 were ratified.</p> | |

| Sl. No. | Agenda Item | Resolution | Remarks/Action Taken |
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| 3. | Recruitment of Registrar. | <p>The Executive Council in its meeting dated 8/5/2010 had approved the recruitment to the post of Registrar by public advertisement.</p> <p>The Executive Council had observed that the University should follow the regulations for appointment of the Registrar. It had directed that a Selection Board may be formed by the Vice Chancellor from amongst the following members with the Vice Chancellor as Chairperson of the Selection Board:</p> <ol style="list-style-type: none"> Prof. Dr.D.Chattopadhyay,Pro-Vice-Chancellor(Academics),University of Calcutta Justice Ruma Pal. Mr.Sourin Ray,I.A.S(Retd),Member,WBHCRC Mr.C.Bandopadhyay,I.A.S(Retd). Prof.Dr.V.S.Mani Prof.Dr.Faizan Mustafa Justice Alok Chakraborty <p>Subsequently the University for filling up the post had advertised in the Times of India, University News and Economic & Political Weekly during September/October 2010. The advertisement was also put up on the University website.</p> <p>The University received 31 applications out of which 11 candidates were called for the interview on 20/12/2010. Eight candidates appeared for the interview. The recommendation of the Selection Committee constituting of :</p> <ol style="list-style-type: none"> Prof.Dr.M.P.Singh,Chairperson Prof.Dr.D.Chattopadhyay,Pro-Vice Chancellor(Academics),University of Calcutta. Justice A.Chakraborty. <p>was placed on the table of the meeting. The Committee recommended the following names(in order of preference):</p> <ol style="list-style-type: none"> Dr.Surajit C.Mukhopadhyay. Dr.Jatia. <p>RESOLUTION</p> <p>The Executive Council approved the recommendation of the "Selection Committee" and resolved to appoint Dr.Surajit C.Mukhopadhyay as Registrar of the University.</p> | <p>Appointment letter has accordingly been issued.</p> <p>Dr.Mukhopadhyay has joined the University on 1/3/2011.</p> |

| Sl. No | Agenda Item | Resolution | Remarks/Action Taken |
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| 4. | Recruitment of faculty members – A report. | <p>The matter arises out of the 33rd meeting of the Executive Council dated 28/8/2010. The Executive Council had accepted the proposal of the University for recruitment to the following posts:</p> <p>Professor(Law) - 1 post Associate Professor(Law) -2 posts (one on permanent basis, one on Leave Vacancy up to May 2012.) Assistant Professor(Law) – 6 posts {Three on permanent basis(one post on the basis of conversion of the Assistant Professor-Economics post to Law post) ,two on Leave Vacancy upto August 2012 and one on Leave Vacancy up to August 2013}</p> <p>Accordingly after obtaining the approval of the Academic Council for conversion of the Assistant Professor(Economics) post to Assistant Professor(Law) post. The details of the recommendation of the Academic Council members were circulated among the members of the Executive Council. Subsequently, the University had advertised in the Times of India, University News and Economic & Political Weekly during September/October 2010 for filling up these posts. The advertisement was also put up on the University website.</p> <p>The University received one application for the post of Professor which was not considered by the Selection Committee. Apart from this applications of Dr. Anirudh Prasad and Dr. N.K. Chakraborty were considered 'in absentia' for the post of Professor by the Selection Committee.</p> <p>The University received 10 applications for the post of Associate Professor, out of which 8 candidates were shortlisted for the interview. 5 Candidates appeared for the interview.</p> <p>The University received 81 applications for the post of Assistant Professor, out of which 80 candidates were shortlisted for the interview. Candidates appeared for the interview. For Ms. Y. Ghosh, the interview was held through 'SKYPE' which was a telephone interview.</p> <p>Apart from this two applications (Mr. A. Bhuwani and Dr. Mathew John) were also considered through telephone interviews over 'SKYPE'.</p> <p>The Vice Chancellor formed a Selection Committee constituting of:</p> <ol style="list-style-type: none"> Prof. Dr. M. P. Singh, Chairperson Hon'ble Mr. Justice A. K. Sikri, Judge Delhi High Court. Prof. Jay Govind, former Director NLSIU, Bangalore. Prof. P. Singh, Former Professor and Dean, Faculty of Law, Delhi University. <p>The report of the Selection Committee in regard to all the posts was placed on the table of the meeting. The Committee recommended the following names in order of preference:</p> <p><u>I. Professor(Law) :</u> Dr. Anirudh Prasad</p> <p><u>II. Associate Professor(Law) Permanent:</u> Dr. Anirban Mazumder</p> <p><u>III. Associate Professor(Law)-Temporary:</u> No candidate found suitable.</p> <p><u>IV. Assistant Professor(Law) -Permanent:</u></p> <ol style="list-style-type: none"> Mr. Daniel Mathew Mr. Saurabh Bhattacharjee Dr. Vishwas H. Deviah Mr. Abhishek Mishra Dr. Parveen Mishra Mr. Vinay Kumar Himanshu Mr. Abhik Mazumdar <p><u>V. Assistant Professor(Law)-Temporary:</u></p> <ol style="list-style-type: none"> Ms. Chinmayi Arun Ms. Sampa Karmakar Mr. Abhishek Mishra Dr. Parveen Mishra Mr. Vinay Kr. Himanshu Mr. Abhik Mazumdar Mr. Manabendra Kumar Tiwari Mr. Pradeep Kumar | |

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| | | <p><u>RESOLUTION</u></p> <p>The Executive Council approved the recommendation of the "Selection Committee" and resolved to appoint the candidates as recommended by the "Selection Committee" as per the following details:</p> <p><u>I. Professor(Law) :</u></p> <p>Dr. Anirudh Prasad</p> <p><u>II. Associate Professor(Law) Permanent:</u></p> <p>Dr. Anirban Mazumder</p> <p><u>III. Assistant Professor(Law) -Permanent:</u></p> <p>a. Mr. Daniel Mathew b. Mr. Saurabh Bhattacharjee c. Dr. Vishwas H. Deviah</p> <p><u>IV. Assistant Professor(Law)-Temporary:</u></p> <p>a. Ms. Chinmayi Arun b. Ms. Sampa Karmakar c. Mr. Abhishek Mishra</p> | <p>Letters have accordingly been issued. All selected candidates have joined the University excepting Dr. Anirudh Prasad.</p> |
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| Sl. No. | Agenda Item | Resolution | Remarks/Action Taken |
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| 5. | Reconstitution of the Finance Committee | <p>In pursuance of the provision of clause 16(1) read with clause 16(2) of the schedule to the West Bengal National University of Juridical Sciences Act(WB Act IX of 1999),the tenure of the Finance Committee of the University is for a period of 5 years .The term of the committee has already ended and a new committee has to be constituted. As per provision laid down in the said sections the Finance Committee of the University is constituted of:</p> <p>a. The Treasurer of the University – who is also the Chairman of the Finance Committee.</p> <p>b. The Vice Chancellor.</p> <p>c. Three members of the Executive Council nominated from amongst its members, out of whom at least one should be from the Government of West Bengal.</p> <p>The following were the members of the preceding Finance Committee:</p> <p>The Treasurer of the University – Hon'ble Mr.Justice Chittatosh Mookerjee, Former Chief Justice of Calcutta & Bombay High Courts, Chairman of the Committee.</p> <p>The Vice Chancellor – Prof.Dr.M.P.Singh, Vice Chancellor, WBNUJS, Kolkata.</p> <p>Three nominated members of the Executive Council from amongst its members out of whom at least one shall be from the Government of West Bengal:</p> <p>i. Advocate General, West Bengal – Mr.Balai Chandra Ray.</p> <p>ii. Secretary ,Finance Department, Government of West Bengal.</p> <p>iii. Principal Secretary, Judicial Department, Government of West Bengal .</p> <p>Mr.Nisith Adhikary, Additional Advocate General, West Bengal is a special invitee to the Finance Committee.</p> <p>The members of the Finance Committee , other than the Vice Chancellor shall hold office for a term of five years. The Executive Council may consider reconstitution of the Finance Committee by re-nominating the existing members other than the Vice Chancellor or can decide to nominate new members</p> | |

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| | | <p><u>RESOLUTION</u></p> <p>The Executive Council proposed the following reconstitution of the Finance Committee :</p> <p>a. The Treasurer of the University. Chairman of the Finance Committee.</p> <p>b. The Vice Chancellor of the University</p> <p>c. Three nominated members of the Executive Council from amongst its members out of whom at least one shall be from the Govt. Of West Bengal:</p> <p>i. Advocate General, West Bengal</p> <p>ii. Principal Secretary, Judicial Department, Govt. of West Bengal</p> <p>iii. Mr. R.N. Dutta, Member, General Council & Executive Council of the University.</p> <p>It also proposed the name of Mr. D.P. Gupta, Member General Council and Executive Council of the University as Treasurer of the University subject to approval of the General Council.</p> | <p>The Finance Committee has accordingly been reconstituted and Mr. Dipankar P. Gupta has been appointed the Treasurer of the University by the General Council of the University.</p> | | | | | | | | | | | | |
| 6. | Confirmation of probation employees. | <p>The following University employees completed one year of service in the University during the months of September and December 2010:</p> <table><tr><td><u>I. Librarian</u></td><td><u>Date of Joining</u></td></tr><tr><td>Dr. V.K. Thomas</td><td>- 9/12/2009</td></tr></table> <table><tr><td><u>II. Assistant Registrar (Academics)</u></td><td><u>Date of Joining</u></td></tr><tr><td>Mr. T. Bhattacharya</td><td>- 11/9/2009</td></tr></table> <p>The following is the assessment of their performance by the Vice Chancellor:</p> <table><tr><td><u>I. Librarian</u></td><td><u>Assessment</u></td></tr><tr><td>Dr. V.K. Thomas</td><td>- Outstanding.</td></tr></table> | <u>I. Librarian</u> | <u>Date of Joining</u> | Dr. V.K. Thomas | - 9/12/2009 | <u>II. Assistant Registrar (Academics)</u> | <u>Date of Joining</u> | Mr. T. Bhattacharya | - 11/9/2009 | <u>I. Librarian</u> | <u>Assessment</u> | Dr. V.K. Thomas | - Outstanding. | |
| <u>I. Librarian</u> | <u>Date of Joining</u> | | | | | | | | | | | | | | |
| Dr. V.K. Thomas | - 9/12/2009 | | | | | | | | | | | | | | |
| <u>II. Assistant Registrar (Academics)</u> | <u>Date of Joining</u> | | | | | | | | | | | | | | |
| Mr. T. Bhattacharya | - 11/9/2009 | | | | | | | | | | | | | | |
| <u>I. Librarian</u> | <u>Assessment</u> | | | | | | | | | | | | | | |
| Dr. V.K. Thomas | - Outstanding. | | | | | | | | | | | | | | |

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| 8. | Regularisation of services of the Malis/Gardeners. | <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the recommendation of the 'Tender Committee' w.e.f 1/1/2011 subject to recommendation of the Finance Committee.</p> <p>Mr. Mahadev Bayan and Mr.Pratap Chandra Halder are two gardeners maintaining the University lawns for the last five years. In this regard they are being paid Rs.90/- per day for working on a daily basis by the Corporation Bank. Corporation Bank has undertaken to maintain the University lawns and accordingly is paying these two gardeners daily wages for maintaining the University lawns.The University has written to the Corporation Bank for enhancing their rate for daily wages to Govt. approved rates of around Rs.124/- per day from Rs.90/- per day. However, Corporation Bank has stated their inability to enhance the rate of wages. The gardeners have been requesting the University for regularisation of their services as malis. Their matter was referred to the Career Advancement Scheme Committee(CAS) comprising of the Registrar, Prof.Sudhir Krishnaswamy ,Dr.A.K.Poddar and Mr.S.Guha. The committee also invited the University Visiting Engineer ,Mr.B.K.Guha Roy and Mr.G.Pal ,the Accounts Officer to the meeting. Accordingly, their report was placed. The University proposes to appoint them on a contract for two years at a fixed consolidated sum and subsequently appoint them as regular malis since they have been working satisfactorily in the University for the last 5 years.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal of increase of daily wages of the malis and directed that the University may request the bank to pay Rs.124/- per day as daily wages to the malis in terms of approved government wages. It also directed that the University may pay the balance amount w.e.f 1/2/2011 of Rs.34/- per day to the malis till the amount is paid by the Corporation Bank.</p> | <p>The Finance Committee in its meeting dated 18/3/2011 accepted the proposal of the "Tender Committee" and accordingly letters have been issued.</p> <p>The University has written to the Bank. Reply from the Bank is awaited. The University is paying the balance amount of Rs.34/- per day to the malis w.e.f 1/2/2011.</p> |
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| 9 | <p>Refixation of pay of P.A to Vice Chancellor, Data Entry Operators, Driver cum Attendants and Attendants – A Report</p> | <p>The matter arises out of the meeting of the 55th and 56th meetings of the Finance Committee dated 9/9/2010 and 23/9/2010.</p> <p>The University has been receiving requests from Data Entry Operators, Personal Assistant to the Vice Chancellor, Library Assistants, Attendants and Driver cum Attendants to re-fix their pay bands in terms of the report of the sixth pay commission. In this regard the Vice Chancellor had directed the committee formed for “Career Advancement and Organisation Study” comprising of Registrar (Ex Officio), Chairperson; Professor Sudhir Krishnaswamy, Member; Dr. A.K. Poddar, Member; and Mr. S. Guha, Member Secretary (formed on the resolution of the 29th meeting of the Executive Council dated : 19/4/2009, Agenda Item no:6) to review the applications received from the University staff and prepare a report. The Committee had subsequently invited the then Accounts Officer Mr. S.K. Basu and also the current Accounts Officer Mr. G. Pal to the meeting. Accordingly, a report was prepared and placed along with a report on financial implications.</p> <p>The Finance Committee in its 55th meeting dated 9/9/2010 recommended the pay revision as proposed by the “Career Advancement and Organisation Study” committee in terms of the Sixth Pay Commission report of the Government of India for the following categories of employees in the University w.e.f 1/1/2006 :</p> <p>1. P.A to Vice Chancellor - PB II pay band (Rs.9300-34800 with Grade Pay of Rs.4200/-).</p> <p>2. (a) .Attendants - who have passed Tenth standard will be placed in PB I pay band(Rs. 5200- 20200/- and Grade Pay of Rs.1800) w.e.f 1/1/2006. The following are the names of the attendants who have passed Tenth standard:</p> <ul style="list-style-type: none"> • Mr. Ali Imam Siddiqui • Mr. Pradipto Saha • Mr. Siddheswar Mondal • Mr. Uttam Metya • Mr. Sukhen Biswas • Mr. Manik Mullick • Mr. Dev Bhushan Prasad Nag • Mr. Bires Bhattacharya • Mr. Rajesh Roy <p>(b). Attendants who have not passed Tenth standard will be placed in the pay band of Rs.4860-20200 with a Grade Pay of Rs.1300. Subsequently they will be given two months retraining in their respective departments keeping in view the specific needs of the department with reference to multi-skilling and after satisfactory certification from the respective department/section in charge they will be placed in PB I pay band (Rs.5200-20200/- and Grade Pay of Rs.1800/-). The following are the names of attendants who have not passed Tenth standard:</p> <ul style="list-style-type: none"> • Mr. Bipul Biswas • Mr. Santanu Dey • Mr. Sufal Biswas • Mr. Subrata Thakur. <p>3. Driver cum Attendants - PB I pay band(Rs.5200- 20200/- and Grade pay of Rs.1900/-):</p> <ul style="list-style-type: none"> • Mr. Rajesh Kumar Singh • Mr. S.N. Das <p>Subsequently the Finance Committee in its 56th meeting dated : 23/9/2010 after deliberations recommended the pay revision as proposed by the “Career Advancement and Organisation Study” committee in terms of the Sixth Pay Commission report of the Government of India for Data Entry Operators and Accountant in the University w.e.f 1/1/2006 :</p> <p>1. Accountant - PB II pay band (Rs.9300-34800 with Grade Pay of Rs.4200/-).</p> <p>2. Data Entry Operators – PB II pay band (Rs.9300-34800 with Grade Pay of Rs.4200/-).</p> <p><u>RESOLUTION</u></p> <p>The Executive Council noted the matter with approval.</p> |
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| 10 | Leave application of Professor Shamnad Basheer, IPR Chair Professor | <p>The University has received a leave application from Professor Basheer for unpaid leave w.e.f. 15/1/2011 to 1/4/2011</p> <p><u>RESOLUTION</u></p> <p>The Executive Council approved the proposal and granted Prof.Basheer unpaid leave from 15/1/2011 to 31/3/2011.</p> | Letter has accordingly been issued. |
| 11. | Letter from the Government of Tripura, Department of Higher Education. | <p>The University has received a letter from the Government of Tripura for a collaboration with the Government Law College, Tripura. The letter was placed.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council directed that the University may explore the possibility of offering training courses ,etc to the faculty of the Tripura Government Law College.</p> | The University has accordingly written to the Government of Tripura. |
| 12. | Requirement of a Visiting Faculty. | <p>The University has received a request from Mr.N.Konar for engaging Mr.Dipak Chatterjee a retired member of the West Bengal Higher Judicial Service as a visiting faculty for assisting him in taking classes, etc. during the winter semester . Mr.Chatterjee has also on earlier occasions been engaged in the University as a visiting faculty. The University proposes to engage Mr.Chatterjee at an amount of Rs.10000/- per month for a period of three months w.e.f 1/1/2011.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal and directed that the University may engage Mr.Dipak Chatterjee for a period of three months w.e.f 1/1/2011 at a monthly amount of Rs.10000/-.</p> | Mr.D.Chatterjee has accordingly been engaged. |

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| 13 | Letter from WBHIDCO for Rajarhat Land | <p>The University has received a letter from WBHIDCO for payment of the land allotted to the University at Rajarhat. The University had accordingly sent a reply to WBHIDCO. The Executive Council in its meeting dated 8/5/2001 had directed the University to ask for extension of time for payment in regard to the Rajarhat land allotted to WBHIDCO. It also requested the University to approach the Government of West Bengal for funds. The University had subsequently written a request letter to WBHIDCO for extension of payment period. A letter was also sent to the Government of West Bengal for funds.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council directed that the University may approach the Government of West Bengal for the allocation of the adjoining KMC Godown land. It also directed the University for writing to WBHIDCO requesting them to allot the plot at a subsidized rate applicable to educational institutes.</p> | The University has accordingly written to WBHIDCO and the Government of West Bengal. |
| 14. | Extra Work to be undertaken in the University auditorium | <p>The matter arises out of the 52 meeting of the Finance Committee dated 9/1/2010. The University received a letter from M/s. Polaris the University architectural consultant for the University auditorium in regard to extra work done by them for the completion of the auditorium before the third convocation of the University which was held during February 2009. M/s. Polaris has already done extra work of Rs. 575134/- (Approx) in the University auditorium through M/s. Curtain Centre. They also propose to do other additional extra work of Rs. 702157/-.</p> <p>The Finance Committee had requested Mr. R.N. Dutta, Member, Executive Council to give a report of the extra work done in the auditorium and then the proposal would be considered.</p> <p>The University Visiting Engineer after inspection and discussion with Mr. Rathin Dutta, Member, Executive Council has given a report along with the bill received from M/s. Curtain Centre for the extra work already done by them. The report of the University Engineer along with the bill received from M/s. Curtain Centre was placed.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the report of the University Engineer and approved the proposal of the already done extra work and also the proposal for the extra work to be done in the auditorium subject to the recommendation of the Finance Committee.</p> | The Finance Committee in its meeting dated 18/3/2011 accepted the already done extra work and also the proposal for the extra work to be done in the auditorium. |

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| 15. | Hiring of the University Auditorium by outsiders | <p>The University has been receiving requests from various organizations for use of the University auditorium. In this regard the University proposes to rent out the auditorium to other organizations for academic programmes. The current rates prevailing in other auditoriums in the city are :</p> <ol style="list-style-type: none"> Shah Institute of Nuclear Physics Auditorium(485 seats) - Rs.40000/- for 8 hours and Rs.5000/- per hour for additional hours. EZCC, Salt Lake auditorium – Rs.15000/- for every 4 hours booking and a refundable security deposit of Rs7500/- for every four hours.(900 seats). EZCC, Salt Lake (100 Seats) – Rs.2500/- for every 4 hours and a refundable deposit of Rs.1000/- for every four hours. Science City Auditorium, Kolkata(2200 seats): <ol style="list-style-type: none"> Rs.45000/- for a booking slot of 9:00 am to 3:00pm Rs.50000/- for a booking slot between 4:00pm to 10:00pm. Rs.95000/- for a booking from 9:00am to 10:00pm(whole day) Rs.60000/- for a 9:00 am to 3:00pm slot on Saturday / Sunday. Rs.70000/- for a 4: 00pm to 10:00pm slot on Saturday/Sunday Rs.130000/- for a whole day booking on Saturday/Sunday. Science City Auditorium (390 seats): Rs.8000/- for every four hours and Rs.2000/- for every additional hour. WBSEB, R.N.Chowdhury auditorium(450 seats) : Rs.8000/- for every four hours and Rs.2000/- for every extra hour. Rs.2500/- as a refundable security deposit. Pollution Control Board Auditorium at Paribesh Bhavan(155 seats) - Rs.5000/- for every 8 hours on weekdays and Rs.8000/- for every 8 hours on Saturday/Sunday. Rs.1000/- as a refundable security deposit <p><u>RESOLUTION</u></p> <p>The Executive Council directed that the University may allow hiring of its auditorium to outsiders(educational institutes, renowned institutes, organizations, etc) for conducting academic programmes only at a charge of Rs.30000/- per day basis. The users should ensure that the auditorium is cleaned up after use and security of the equipments, etc in the auditorium should also be ensured. It also directed that the recommendation of the Finance Committee may be taken.</p> | <p>The Finance Committee in its meeting dated 18/3/2011 accepted the proposal for hiring of the University auditorium to outsiders (educational institutes, renowned institutes, organizations, etc) for conducting academic programmes only at a charge of Rs.30000/- per day basis(8 Hour basis). The users should ensure that the auditorium is cleaned up after use and security of the equipments, etc in the auditorium should also be ensured. In regard to cleaning and proper maintenance of the auditorium by the outside users the Finance Committee directed that the University should charge a refundable deposit of Rs.5000/- from its users which may be refunded back to them subject to fulfillment of the terms and conditions imposed by the University.</p> |
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| 16. | Proposal for release of enhanced Dearness Allowance w.e.f.01.07.2010 | <p>The Government of India ,Ministry of Finance, Department of Expenditure in their O.M.No.1(6)/2010-E-II(B) dated,New Delhi, the 22nd September 2010 have announced for the release of another installment of Dearness Allowance to all Central Government Employees raising its existing rate from 35% to 45% and that will take effect from July,2010.In the event of its approval for release of enhanced rate(45%)of DA to all NUJS employees with retrospective effect from 01.07.10,the extra involvement of fund for payment of arrears is of Rs.1.46 Lakhs(Approximately)per month; which is accommodated in the approved budget estimates of 2010-2011 under the head, "Salaries and Allowances".</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal of enhancement of DA w.e.f 1/7/2010 subject to the recommendation of the Finance Committee.</p> | <p>The Finance Committee in its meeting dated 18/3/2011 accepted the proposal for enhancement of D.A w.e.f 1/7/2010.</p> |
| 17. | Reinvestment of Matured Funds in GOI Bonds and Term Deposit | <p>The University has to receive Rs.11,60,000(Rupees Eleven Lacs Sixty Thousand)towards maturity of NUJS G.S.Endowment Fund, Rs.12,80,000(Rupees Twelve Lacs Eighty Thousand)towards maturity of NUJS Scholarship Fund, Rs.9,00,000(Rupees Nine Lacs)towards maturity of NUJS D D Basu Lecture Fund,Rs.3,00,000(Rupees Three Lacs)towards maturity of NUJS NRMM Endowment Fund,Rs.3,00,000(Rupees Three Lacs)towards maturity of NUJS K C Basu Lecture Fund during the month of January 2011 from RBI and Rs.1,03,07,718(Rupees One Crore Three Lacs Seven Thousand Seven Hundred Eighteen)towards maturity of NUJS Campus Development Fund from Corporation bank, NUJS br. on 06.01.2011.It is proposed that all the matured amount may be reinvested.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal of reinvestment of the matured amount at interest rates of around 9% or above subject to the recommendation of the Finance Committee.</p> | <p>The Finance Committee in its meeting dated 18/3/2011 noted that the University has already invested most of the amounts at 9% and a single investment has been made at 9.25% interest. It directed the University in view of a proposal received from Allahabad Bank of 10.25% , to review all its recently made investments and also future investments after obtaining comparative rates from nationalized banks. The University should do all reinvestments at the best interest rates obtained from nationalized banks.</p> |

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| 18. | Request of Mr.N.Dam ,Campus Supervisor for enhancement of pay as per the sixth pay commission report. | <p>The University has received an application from Mr.N.Dam, Campus Supervisor requesting for up gradation of his pay band to Rs.7450-11500 from Rs.6500- 200-10500 in PB-2 pay band of Rs.9300- 34800 (with a Grade Pay of Rs.4600/- Mr.Dam is currently placed in Rs.6500-200-10500 scale in PB -2 pay band of Rs.9300-34800(with a Grade Pay of Rs.4600/-)Shri N.Dam was originally appointed as an Office Assistant on adhoc basis from 29/5/2000 and then appointed as a Technical Assistant in the pay scale of Rs.5500-175-9000 w.e.f. 1/4/2003.Subsequently, the University created a post of Campus Supervisor in the pay scale of Rs.6500-200-10500(pre revised).Mr. Dam was accordingly appointed as a Campus Supervisor w.e.f 18/9/2006.Mr.Dam was placed in the Pay Band of Rs.9300- 34800 (with a Grade Pay of Rs.4200/-).Subsequently, Mr.Dam wrote to the University requesting for a higher grade pay on the basis of functional aspects i.e . higher responsibilities. Accordingly, Mr.Dam was given higher grade pay of Rs.4600/- as per the resolution of the Finance Committee and Standing Committee on 9/1/2010.Mr.Dam's report was referred to the Career Advancement Scheme Committee(CAS) comprising of the Registrar, Prof.Sudhir Krishnaswamy ,Dr.A.K.Poddar and Mr.S.Guha. The committee also invited the University Visiting Engineer ,Mr.B.K.Guha Roy and Mr.G.Pal ,the Accounts Officer to the meeting. The University proposes to fix the pay of Mr.N.Dam in the pay of Rs.7450-11500 from his current pay of Rs.6500-200-10500 in PB2 pay band of Rs.9300-34800.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal of fixation of pay of Mr.N.Dam subject to the recommendation of the Finance Committee.</p> | <p>The Finance Committee in its meeting dated 18/3/2011 accepted the proposal of the "Career Advancement Scheme" committee for fixing the pay of Mr.N.Dam in the pay of Rs.7450-11500 from his current pay of Rs.6500-200-10500 in PB2 pay band of Rs.9300-34800 without precedent; w.e.f.1/1/2006. Accordingly office orders have been issued.</p> |
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| 19. | Request of Library Assistants for their enhancement of pay . | <p>The University has been receiving requests from the Library Assistants for enhancement of their pay from PB 1 pay of Rs. 5200-20200 with GP of Rs.2400/- to PB2 pay of Rs.9300-43800 with a GP of Rs. 4200/-.Subsequently, their applications were placed in a committee formed by the Vice Chancellor consisting of Dr.A.K.Poddar,Dr.V.K.Thomas and Mr.S.Guha. The University proposes to fix the pay of the existing Library Assistants in PB2 pay of Rs.9300- 34800 with a GP of Rs.4200/- similar to the pay fixation of the Data Entry Operators in the University.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal of enhancement of pay of the Library Assistants subject to the recommendation of the Finance Committee.</p> | <p>The Finance Committee in its meeting dated 18/3/2011 accepted the pay revision as proposed by the committee formed by the Vice Chancellor for Library Assistants in the University w.e.f 1/1/2006 : Library Assistants - PB II pay band (Rs.9300-34800 with Grade Pay of Rs.4200/-).Office Orders have accordingly been issued.</p> |
| 20. | Sandstone work of the University | <p>The matter arises out of the 35th meeting of the Standing Committee Dated : 14/11/2009. The Committee had directed that that the University may obtain quotations/rates for the Sand stone work from agencies/firms and place them for consideration of the committee.</p> <p>The University has kept a provision of Rs.40 Lakhs(Approximate) in the Budget estimates 2010-11.Subsequently, the University had invited tenders by way of public advertisement in the following newspapers :</p> <ol style="list-style-type: none"> The Statesman Ananda Bazar Patrika. <p>The University received five quotations from the following vendors:</p> <ol style="list-style-type: none"> M/s Gayathani Nirman Services 23A, N. S. Road (4th floor), R. N. Z, Kolkata – 700 001 M/s Jayshree Engineering Works 12, Bonfield Lane, Kolkata – 01 M/s Trident Marketing & Projec Services 5B, Tiljala Road, Kolkata - 46 M/s Savisan Technologies Flat – 1B, Shivam Building, 46E Rafi Ahmed Kidai Rd. Kol – 16 M/s Hydraulic Engineers 34E, Suren Sarkar Road Kol – 10 | |

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| | | <p>Sealed quotations were opened on 03.09.10. M/s Jayshree Engineering Works and M/s Hydraulic Engineers have submitted their quotations without any Earnest Money Deposit, hence their quotes were disqualified.</p> <p>Comparative statement for the shortlisted companies were:</p> <p>M/s. Gayathani Nirman Services – Rs.2013250/-</p> <p>M/s. Trident Marketing and Project Services – Rs.3538100/-</p> <p>M/s.Savison Technologies – Rs.2878145/-</p> <p>Subsequently ,the University Engineer required some clarifications from the vendors regarding their work experience and credentials. Accordingly, the University had written to the vendors.</p> <p>In response to the University queries regarding cleaning including Water Proofing Treatment and its allied work to the external façade of the Institute and Auditorium Building; M/s Gayathani Nirman Services (L₁), reply was found unsatisfactory because of lack of product details and insufficient credentials by the University Engineer. The University had further issued letters to all short listed companies i.e. M/s Gayathani Nirman Services, M/s Trident Marketing & Project Services and M/s Savison Technologies to clarify about Certificates issued by CBRI Roorkee in support of the materials / brands which are to be used in the work.</p> <p>The shortlisted firms accordingly replied and the following points were observed :</p> <ol style="list-style-type: none"> i. M/s Gayathani Nirman Services has insufficient credential and failed to show any credential for the similar nature of works. 2. M/s Trident Marketing & Project Services has given a credential which is 07years old. 3. M/s Savison Technologies has given Certificates issued by CBRI roorkee in support of the materials / brands are to be used in the work and with sound credentials for similar nature of works. <p>Hence, M/s Savison Technologies was found suitable for the work in view of sound credentials and CBRI Roorkee approved materials. The University subsequently requested M/s Savison Technologies for price negotiation .</p> <p>Accordingly, a negotiation was held with the representatives of M/s Savison Technologies by the Vice Chancellor, Registrar, University Engineer, Campus Supervisor and the Accounts Officer. Subsequently, they have agreed to give a discount of 10% on the quoted price. Hence, the total work can be done at a cost of Rs. 2590330/-(Rupees Twenty five lakhs ninety thousand three hundred and thirty five, only) .The quotations, etc were placed.</p> <p>The University proposes to grant the work to M/s. Savison Technologies.</p> | |
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| | | <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal of granting the work to M/s.Savison Technologies.</p> <p>The University has been receiving requests from the existing car hire vendor/agency – Mr.Gopal Pramanick for increase in the existing rates in view of inflation, etc. Accordingly a comparative statement was drawn up vis existing and proposed rates for the car hired by the University from Mr. Gopal Pramanick and placed. The University proposes to hire the car from Mr.Gopal Pramanick at the proposed rates in view of rise in petrol/diesel prices and inflation.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council directed that Mr.G.Pramanick may be paid Rs.700/- per day instead of the proposed amount of Rs.900/-per day w.e.f 1/1/2011. Other proposed terms are accepted. It also directed that the University should purchase a “TATA INDIGO” vehicle for its use.</p> | <p>Accordingly, orders/letters have been issued and the work has commenced.</p> |
| 21. | Car hire from Mr.Gopal Pramanik. | <p>The Executive Council accepted the proposal of granting the work to M/s.Savison Technologies.</p> <p>The University has been receiving requests from the existing car hire vendor/agency – Mr.Gopal Pramanick for increase in the existing rates in view of inflation, etc. Accordingly a comparative statement was drawn up vis existing and proposed rates for the car hired by the University from Mr. Gopal Pramanick and placed. The University proposes to hire the car from Mr.Gopal Pramanick at the proposed rates in view of rise in petrol/diesel prices and inflation.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council directed that Mr.G.Pramanick may be paid Rs.700/- per day instead of the proposed amount of Rs.900/-per day w.e.f 1/1/2011. Other proposed terms are accepted. It also directed that the University should purchase a “TATA INDIGO” vehicle for its use.</p> | <p>Accordingly, orders/letters have been issued and the work has commenced.</p> |
| 22. | Course fee of PG Diploma course in Air and Space Law | <p>The matter arises out of the 33rd meeting of the Executive Council dated 28/8/2010.The Executive Council had approved the proposal for introducing a new PG Diploma course in Air and Space Law .However, due to poor response for the course the University proposes to reduce the course fee to around Rs.15000/- from Rs.25000/-.</p> <p>In this regard a proposal from Mr.Sandeepa Bhatt, Assistant Professor(Law) was placed.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal of fees reduction of the PG Diploma course in Air and Space Law from Rs.25000 to Rs.15000/-.</p> | <p>Accordingly, letters /orders have been issued.</p> |
| | | <p>The matter arises out of the 33rd meeting of the Executive Council dated 28/8/2010.The Executive Council had approved the proposal for introducing a new PG Diploma course in Air and Space Law .However, due to poor response for the course the University proposes to reduce the course fee to around Rs.15000/- from Rs.25000/-.</p> <p>In this regard a proposal from Mr.Sandeepa Bhatt, Assistant Professor(Law) was placed.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal of fees reduction of the PG Diploma course in Air and Space Law from Rs.25000 to Rs.15000/-.</p> | <p>Accordingly, the fees have been reduced for the diploma course.</p> |

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| 23 | Decisions taken by the Vice Chancellor | <p>The following decisions were taken by the Vice Chancellor:</p> <p><u>Request of Mr.Souvik Kumar Guha(former LLB student of NUJS) for becoming a Research Associate in the University:</u></p> <p>The University has received a request from Mr.Souvik Kumar Guha an employment opportunity with the University as a Research Associate.</p> <p>The Vice Chancellor directed that the University may appoint Mr.Souvik Guha as a Research Assistant for a period of one year at a consolidated salary of Rs.10000/- per month. He will be attached with the PG Diploma in Business Law course being envisaged by the University jointly with Rainmaker. Mr.Guha will also assist the University with hosting of the CLAT(Common Law Admission Test) for next year.(2011)</p> <p><u>Request of Ms.R.Sen for extension of her extra ordinary leave without pay:</u></p> <p>The University has received a request from Ms.Sen,Assistant Professor(Sociology) for extension of her extraordinary leave without pay up to 31/3/2012.*</p> <p>Ms.Sen was granted leave for a period of one year from 5/1/2010 up to 4/1/2011.</p> <p>The Vice Chancellor directed that Ms.Sen may be granted extraordinary leave without pay up to 31/3/2012.*</p> <p><u>RESOLUTION</u></p> <p>The Executive Council noted the matter with approval.</p> | <p>*Ms.Sen had applied for extraordinary leave without pay up to 31/3/2012 and not 31/3/2011. Accordingly, this was approved by the Vice Chancellor.</p> |
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| 24 | Report on the centenary celebrations of Dr.D.D.Basu. | <p>The West Bengal National University of Juridical Sciences in collaboration with the University at Wien(University of Wien)organized and hosted a two day conference on Comparative Constitutional Law from 11th – 12th of November 2010.The conference titled ‘Constitutional Pluralism: New Challenges for Constitutional Theory- Third Asian-European Dialogue on Comparative Constitutional Law’ witnessed 24 constitutional law scholars from Europe and Asia present papers on the three broad themes:</p> <ul style="list-style-type: none"> • <i>Constitutional Perspective towards legal pluralism</i> • <i>International Perspective towards constitutional pluralism:and</i> • <i>Constitutional orders and institutional dimensions of legal pluralism with a focus on different concepts of judicial review in a multi-level system.</i> <p>The conference was dedicated to the memory of the great constitutional law scholar Acharya Durga Das Basu. In addition,2011 being his centenary birth year it was thought appropriate that all the papers presented during the two day conference be xomplied and published as a book ,and be released during the D.D.Basu memorial lecture to be held at NUJS in February 2011. The event was partly sponsored by Dr.D.D.Basu’s son(Dr.S.Basu) and partly by the University of Vienna.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council noted the matter with approval.</p> | |
| 25. | Post Graduate Diploma Course on Commercial/Business law through Distance Education with Rainmaker | <p>The University with Rainmaker Training and Recruitment Private Limited, a training and advisory body in legal education, proposes to start an one year Post Graduate Course on Commercial/Business Law through distance education mode. The University has entered into an MOU with them.For necessary recognition from DEC(Distance Education Council),IGNOU, New Delhi correspondence has been made. Decision from DEC is awaited. The Academic Council has approved the proposal.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council noted the matter with approval.</p> | |

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| 26. | Proposal for establishment of Litigation Cell at WBNUJS | <p>The University proposes to establish a litigation cell at the WBNUJS which will handle real life cases for training senior students in pleadings, preparing of draft, legal advice and arguments in the Court of Law mainly in public litigation. The Academic Council approved the proposal as part of the LLB curriculum/Course.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council noted the matter with approval and directed that the University may appoint/assign a full time personnel who will be in charge of the legal cell.</p> | |
| 27. | Proposal to introduce a 2 year M.Phil course in Law, Public Policy and Governance. | <p>It is proposed to start a two year four semester M.Phil course in Law, Public Policy and Governance by WBNUJS. The Academic Council has deferred the proposal.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council deferred the matter in view of the observation of the Academic Council.</p> | |
| 28. | Reporting on NKN(National Knowledge Network). | <p>The University has received a proposal from the Joint Secretary, Ministry of HRD, regarding connectivity to NKN(National Knowledge Network) with the aim of fostering e connection to tap educational resources. If implemented the University might benefit to a large extent by sharing e-data and expertise of other institutions of National and International repute. The University will have to pay Rs.50 to Rs.60 Lakhs over a ten year period for this connectivity..</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal of connectivity from NKN(National Knowledge Network) subject to the recommendation of the Finance Committee.</p> | <p>The Finance Committee in its meeting dated 18/3/2011 accepted the proposal in principle and directed that the University should form a committee consisting of Dr.S.C.Mukhopadhyay, Registrar and Dr.V.K.Thomas, University Librarian. The Finance Committee requested the committee to prepare a report in regard to the proposal received from National Knowledge Network vis a vis the work being done by M/s.Ernet India in regard to the University Campus networking.</p> |

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| 29. | Centre for Corporate Law. | <p>The University has received an accreditation from the National Foundation for Corporate Governance as a National Centre for Corporate Governance. The detailed procedures for the purpose of accreditation has been asked from the Executive Director National Foundation for Corporate Governance, New Delhi. The Academic Council has accepted the proposal.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council noted the matter with approval</p> | <p>Project proposals have been sent to the Foundation for approval.</p> |
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| Sl. No. | Agenda Item | Resolution | Remarks/Action Taken |
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| AA1. | <p><u>ADDITIONAL AGENDA WITH THE PERMISSION OF THE CHAIR</u></p> <p>Report of the committee for promotion of Associate Professors in the University to the post of Professor.</p> | <p>The University has received applications from the existing Associate Professor's in the University for promotion to the post of Professor in terms of the latest UGC regulations .</p> <p>The Associate Professors who are to be considered for the post of Professor are:</p> <ol style="list-style-type: none"> 1. Dr.A.K.Poddar 2. Dr.T.V.G.N.S.Sudhakar 3. Dr.Sreenivasulu <p>In regard to considering their applications the Vice Chancellor has formed a committee consisting of :</p> <ol style="list-style-type: none"> 1. Prof.M.P. Singh, Chairperson 2. Hon'ble Justice A.K. Sikri, Judge Delhi High Court 3. Professor Dr. P. Singh, Former Professor Head and Dean, Delhi University 4. Professor Dr. V.K. Gupta. Professor and former Head and Dean, Jamia Milia Islamia University, New Delhi. <p>A meeting of the committee was held on 2/1/2011. Their report was placed.</p> <p>The Selection Committee found no one suitable for the purpose of promotion from the post of Associate Professor to the post of Professor.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the report of the "Selection Committee" .</p> | |

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| AA2. | Enhancement of Gratuity Ceiling from Rs.3.5 Lakhs to Rs.10 Lakhs | <p>Pension and group schemes Dept. of LIC has sent a letter received in our office on 4th January 2011 with regard to enhancement of gratuity from Rs.3.5 Lakhs to Rs.10 Lakhs.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal subject to the recommendation of the Finance Committee</p> | <p>The Finance Committee in its meeting dated 18/3/2011 noted that the University will have to pay a premium of Rs.32.65 Lakhs(Approx) for implementing the proposal of enhancement of gratuity from Rs.3.5 Lakhs to Rs. 10 Lakhs .In this regard it directed that the University should take the following steps:</p> <ol style="list-style-type: none"> Request LIC to revise/subsidise the premium charged in terms of an educational organisation(non profit making). Request LIC for allowing the University to make the payment in instalments without interest. The University should also write to all the Law Universities and State Universities inquiring about the system of gratuity being paid by them to their employees. |
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| AA3 | <p>Resignation of Professor Sudhir Krishnaswamy.</p> <p><u>OTHER MATTERS WITH THE PERMISSION OF THE CHAIR.</u></p> <p>1. <u>Selection of Chair Professor for the Centre for Human Rights and Citizenship Studies</u></p> | <p>The University has received a letter dated 29/11/ 2010 from Professor Sudhir Krishnaswamy resigning from the post of Professor in the University.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the resignation of Professor Krishnaswamy.</p> <p>The Executive Council in its 32 meeting dated : 8/5/2010 had formed a ' Selection Committee' comprising of the following members:</p> <p>1.Prof.(Dr.)M.P.Singh – Chairperson. 2.Hon'ble Mr.Justice A.Ganguly 3.Prof.T.K.Oommen. 4.Mr.K.K.Venugopal.</p> <p>Accordingly, their report was placed. The Committee recommended Professor (Dr.) K.N.Chandrashekharan Pillai to be the 'Chair Professor' in the Centre for Human Rights and Citizenship Studies at the University.</p> <p><u>RESOLUTION</u></p> <p>The Executive Council accepted the proposal of the 'Selection Committee'.</p> | <p>Professor Krishnaswamy was released from the University w.e.f 18/1/2011.</p> <p>Letter of appointment has accordingly been issued to Professor Pillai.</p> |
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Agenda Item No:2

Tenure of Professor (Dr.)M.P.Singh ,Vice Chancellor

The Vice Chancellor Professor Dr. M.P.Singh will complete his tenure on 30/11/2011.

Submitted for directions.

Agenda Item No:3

Recruitment to Vacant Posts.

The Standing Committee in its meeting dated : 16/5/2009 had deferred the recruitment to the following vacant posts :

- a. Assistant Registrar(Finance) : 1 post.
- b. Assistant Librarian : 1 post.
- c. Technical Assistant(Civil) : 1 post.
- d. PA to Registrar : 1 post.
- e. Library Attendant : 2 posts.

The University also has a vacant post of Technical Assistant(Electrical) which has been kept in abeyance by the Standing Committee in its meeting dated 2/9/2006 consequent to the appointment of Mr.N.Dam to the post of Campus Supervisor.

The University Standing Committee in its meeting dated : 27/9/2008 had created the following posts for the 'UGC Scheme for establishment /Upgrading Computer Centers' :

- A. One System Analyst
- B. One Technical Assistant .
- C. One Personal Assistant .

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 Standing Committee had also 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.

The University now proposes to advertise for the following posts on consolidated salary for a two year contract and on pay Band on a permanent basis:

- a. Technical Assistant(Civil) : 1 post.(Consolidated Salary Rs.15000/-)
- b. PA to Registrar : 1 post. Pay Band - 9300-34800;Grade Pay =4200/-.
- c. Technical Assistant (Computer Centre) : 1 post(Consolidated Salary Rs.15000/-)
- d. Personal Assistant(Computer Centre) : 1 post.(Consolidated Salary Rs.12000/-).

In regard to the post of Library Attendants, the University proposes to outsource them to an agency since attendants will be required in the University Library which is to be kept open on a twenty four hour basis for all days in a week.

Submitted for directions.

Agenda Item No:4

Use of Gowns and Hats in the University Convocation .

The University has been organizing its Convocation as per convention and practice of wearing gowns and hats.

The University has procured the hats and the gowns are hired by the University. Often the hats and the gowns are received back from the students in a damaged condition .

The University proposes to discontinue use of gowns and hats for future convocations.

Submitted for directions.

Agenda Item No:5

Tenure of University Librarian

The University Librarian joined the University on 9/12/2009 and was subsequently confirmed by the University Executive Council on 8/1/2011 and he was given an extension of his service period for one year i.e. upto 14/6/2011. Dr. Thomas will turn Sixty two on 15/6/2011.

The Librarian Dr. Thomas has written to the University stating that he was under the impression that his term here is till 65 years. (Annexure 5 A & B).

However, as per the directions of the then Registrar, Professor Dr. D. Mukhopadhyay the University did not communicate nor take any steps regarding review of the existing age of superannuation of the "Librarian's" post. (Annexure - 5C).

The University has a provision for retirement of employees including that of the 'Librarian' at the age of sixty years. The University has also written to the State Universities and other Law Schools inquiring about the age of the Librarian. A Reply from NALSAR, Hyderabad was received by the University and is given below:

"Librarian at NALSAR is appointed on contract basis with consolidated pay. Hence, retirement rules do not apply to the said incumbent."

The UGC - Chaddha Committee Report and the Sixth pay Commission Report which were approved by the Government of India has kept the retirement age of Librarians to 62 years.

The Government of India, Ministry of Human Resource Development, (MHRD) Department of Higher Education, New Delhi's letter no 1-32/2006-U.II/U.I (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 is given in annexure 5D (see page 49).

Submitted for directions.

1 March 201

From,

Dr V. K. Thomas
Librarian, NUJS

To,

Vice-Chancellor
NUJS

Sub: **Extension of Service**

Dear Sir

It has reference to the letter no. NUJS/Appointmtnets/Lib/2001/1 dated 26 February 2011 extending my service till 15 June 2011. While I am grateful to the University for extending my term, I should confess that it came to me as a shock. I was under the impression that my term of appointment here was till 65 years of age.

In this context, following matters may kindly be noted. 1) The NUJS advertisement for the position of Librarian stipulated 65 years as retirement age and my reason for applying was the same (copy enclosed). This matter was further discussed in detail in the interview (in the context of justification for my changing of job) and the issue of 65 years was confirmed then. 2) The superannuation age at IISER, Kolkata (my earlier job before joining NUJS) was 62 years as per clause 5 of the appointment order (copy enclosed). As things would stand at that point of time, neither has NUJS appointed me for a period of six months (Dec. '10 to June '11) nor will have I accepted the position for 6 months sacrificing thereby another 18 months of Govt. of India service. 3) I had been allowed to continue beyond 60 years (and granted an extension 8 months later)

I feel there was a problem lack of documentation about this newly created position at NUJS.

In consideration of what have been pointed out in the preceding paras including the 'possible' loss of service to me, the sudden death to my career at NUJS (left only with 4 months) and the unfinished job in turning the NUJS Library into world class, I would earnestly request you to do the needful to incorporate the superannuation age of 65 in my appointment letter.

Thank you.

Yours sincerely,



V. K. Thomas

THE WEST BENGAL NATIONAL UNIVERSITY OF JURIDICAL SCIENCES

DR. AMBEDKAR BHAWAN, 12 LB Block, Sector III, Salt Lake City,

Kolkata – 700098, West Bengal, India

University invites applications on the prescribed form for the following posts so as to reach the Registrar, NUJS, 12 LB Block, Sector III, Salt Lake, Kolkata 700098 by 20/10/2008. Prescribed application forms can be had from the Office of the Registrar (except on Sundays and holidays) either personally or by sending a self addressed envelope on payment of Rs.150 (Rs.75 for SC/ST) by way of DD in favour of WBNUJS, Kolkata, payable at Kolkata. The application form can also be downloaded from the University website www.nujs.edu and submitted along with the prescribed fee of Rs. 150 (Rs.75 for SC/ST) as indicated above.

| Sl No. | Post | No. | Pay scale(Rs) |
|--------|--------------------------------|-----|-----------------|
| 01 | Professor(Law) | 3 | 16400-450-22400 |
| 02 | Registrar | 1 | 16400-450-22400 |
| 03 | Librarian | 1 | 16400-450-22400 |
| 04 | Accounts Officer | 1 | 12000-420-18300 |
| 05 | Lecturer(Law) | 3 | 8000-275-13500 |
| 06 | Assistant Registrar(Academics) | 1 | 8000-275-13500 |
| 07 | Assistant Registrar(Finance) | 1 | 8000-275-13500 |
| 08 | Assistant Librarian | 1 | 8000-275-13500 |

Essential and Desirable Qualifications:

Professor: EQ: An eminent scholar with published work of high quality actively engaged in research with ten years of experience in post graduate teaching at the University/National level institutions, including experience of guiding research at doctoral Level. Outstanding teachers with 15 years of UG teaching/Research Experience may also be considered or an outstanding scholar with established reputation who has made significant contribution to knowledge.

DQ: Specialisation in Corporate Laws, Taxation, Criminal Law and Family Law will be preferred.

Registrar :EQ: (1) A Master's Degree from a recognized University or its equivalent with uniformly good academic record.(2) Ten years of experience in high level administration in an University /Research Institution or Government or Quasi Government or any reputed Organisation or Civil/Military service (3) The candidate must be between 35 years to 60 years of age as on 20/10/2008.

DQ: Should have a strong background in administration and management in a senior position and possess substantial general management experience. Work experience in a Legal institution. A Doctorate degree or published research work of merit.

Librarian : EQ: (1): A Master's Degree in Library Sciences from a recognised University or its equivalent. The incumbent should also be a Law graduate .(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 as on 20/10/2008.~~

DQ: Should have a strong background in Library systems management and should be highly proficient in computerized library management systems preferably in Legal institutions.. Should also possess sound knowledge of prevalent national standards, statutory provisions and good practices with respect to Library management & relevant MIS, ERP solutions.

Accounts Officer: EQ : (1) A Master's Degree in the faculty of Commerce/Management/Finance from a recognized University or its equivalent **OR** Chartered Accountant or qualifications recognized as equivalent thereto. Certificate/Diploma in Business Administration will be an added qualification. (2) Ten years of experience in areas of Finance and Accounts. (3) The candidate must be between 35 to 60 years of age as on 20/10/2008

DQ: Should have a strong background in finance and possess substantial general management experience at a middle management level and should be highly proficient in computerized accounting and financial management systems. Should also possess sound knowledge of prevalent national standards, statutory provisions and good practices with respect to financial management & accounting, taxation, MIS and ERP solutions.

Lecturer(Law) : EQ: (1) Good academic record with at least 55% marks or, an equivalent grade of B in 7 point scale at the Master's degree level, in the relevant subject from an Indian University or, an equivalent degree from a foreign university. (2) Candidates should also have cleared the NET for lecturers conducted by the UGC, or similar test accredited by the UGC.

DQ: 1. Teaching/Research experience at University/College level at least for one year.

Assistant Registrar(Academies):EQ : (1) A Master's Degree from a recognised University or its equivalent with uniformly good academic record.(2) Five years of experience in high level administration in a University or Government or Quasi Government or any Organisation. (3) The candidate must be between 25 years to 45 years of age as on 20/10/2008.

DQ: Should have a strong background in academic administration and management in a senior position and possess substantial general management experience. A Doctorate degree or published research work of merit.

Assistant Registrar (Finance): EQ: (1) A Master's Degree in the faculty of Commerce/Management/Finance from a recognized University or its equivalent **OR** Chartered Accountant or qualifications recognized as equivalent thereto. Certificate/Diploma in Business Administration will be an added qualification. (2) Five years of experience in areas of Finance and Accounts. (3) The candidate must be between 25 to 45 years of age as on 20/10/2008



By Speed Post

INDIAN INSTITUTE OF SCIENCE EDUCATION & RESEARCH KOLKATA

No. : IISER-K/R/2007

Date: May 3, 2007

Sub: Recruitment to the position of Librarian

The undersigned is directed to offer **DR. V. K. THOMAS** appointment to the post of **Librarian** in the Indian Institute of Science Education & Research, Kolkata under general terms and conditions of the Institute as are in force from time to time and under the specific terms and conditions stated below:

1. **Post:** Permanent.
2. **Scale of Pay:** Rs. 12,000-420-18,300/-.
3. **Basic Pay:** To be fixed as per rules, in addition to five (5) advance increments.
4. **Period of Probation :** One year from the date of joining his duties at the Institute.
5. **Duration:** On confirmation and subject to satisfactory services the employee shall be retained in the services of the Institute till the end of the month in which he attains the age of 62 years.
6. **Leave:** Leave will be governed as per rule of the Institute.
7. **Retirement benefits:** He will be covered under New Pension Scheme of the Institute. (As notified by the Govt. of India, Ministry of Finance Notification No. 5/7/2003-ECB&PR dated December 22, 2003).
8. **Duties:** On his joining, he will be required to perform duties of Librarian as may be assigned to him by or under the orders of the Director and / or any competent authority of the Institute. He will be required to perform duties 6 days a week / staggered / any shift duty in 24 hours as required.
9. **Place of Duty:** Indian Institute of Science Education & Research, Kolkata or elsewhere.
10. **Travelling Expenses:** No travelling expenses for joining duties will be admissible.
11. **Residential Accommodation:** No residential accommodation will be provided to him.
12. **Termination of Services:** (i) Appointment may be terminated during the period of probation without notice and without any cause assigned. (ii) Temporary appointment may be terminated by one month's notice on either side unless otherwise agreed to by the Institute and the employee.
13. **Physical Fitness:** His appointment will be subject to his being found medically fit by the competent authority prescribed by the Board.

-: 2 :-

14. Character and Antecedents: His confirmation in service will be subject to verification of his character and antecedents and also her being found medically fit by the competent medical authority.


If he is willing to accept the offer on terms and conditions mentioned above, including the initial pay, he should communicate his acceptance within **15 days** from the date of issue of this letter and join duties within **30 days** at the latest.

At the time of joining, he should submit the prescribed forms duly filled in and signed as indicated below.

- (a) Attestation form in sextuplicate.
- (b) Proforma showing candidature.
- (c) Property declaration form.
- (d) Medical Certificate from a registered medical practitioner of the status of the Chief Medical Officer of Health of a District.
- (e) Character certificates from two gazetted officers.
- (f) Six sets of his recent photograph of passport size.
- (g) Release order from present employer alongwith Last Pay Certificate, if employed.
- (h) Computer bio-data form.
- (i) Attested copy of Matriculation and all other certificates along with the original.
- (j) Attested copy of community certificate along with the original, in case of SC/ST/OBC.

He will not be permitted to join without the above mentioned documents.

Enclo: As above.


(D. Gunasekaran)
Registrar
for Board of Governors

To
Dr. V K Thomas
3A, Suniti Apartment
AD - 305
Rabindra Palli
P.O. - Prafulla Kanan
Kolkata - 700101

34A

17 March 2011

From,

Dr V. K. Thomas
Librarian, NUJS

To,

Vice-Chancellor
NUJS

Sub: Extension of Service

Dear Sir

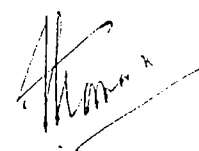
In continuation to my letter of 1 March 2011 regarding extending my service till 15 June 2011, I would like to point out the following too that I had been put on a one-year probation vide Clause 1 of the appointment order (enclosed). It is found that instead considering my probation period at the end of the first year, my case was considered a one-year appointment and extended by one year.

It makes me believe that till the issuing of the appointment order, every process was done in the right routine way, whereas the needful exercise was not done during the one year the incumbent of the newly created position was in place to update the relevant clauses in the 'Regulations' of the University.

I would, in this context, request you to update the Regulations of the University with regard to the appointment of the Librarian and mitigate my grievance.

Thank you.

Yours sincerely,



Dr. V. K. Thomas



The WB National University of Juridical Sciences

'Dr. Ambedkar Bhawan' 12, LB Block, Sector III, Salt Lake City, Kolkata - 700 098

• Phone : 2335-0534/7379/0765 • Fax : 2335 - 7422 / 0511

• E-mail : nujs@cal3.vsnl.net.in • Gram : JURVARSITY

• Website : www.nujs.edu

NUJS/APPOINTMENTS/2009
October 22 ,2009

Dr.V.K.Thomas
IISER
National Institute of Technical Teachers Training Research
FC Block, Salt Lake
Beside Labony Estate Bust Stand.
9433275759/23376838.

Dear Dr.Thomas .

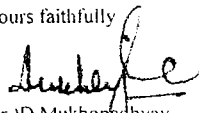
Appointment as Librarian in the WB National University of Juridical Sciences-Offer regarding

With reference to your application for the position of Librarian in the West Bengal National University of Juridical Sciences. I am glad to inform you that on the recommendation of the Selection Committee, the University has decided to appoint you as Librarian in the University subject to the following terms and conditions:

1. You shall be on probation for a period of one year from the date of your joining which may be extended for a further period of one year at the discretion of the University.
2. The post to which you are being appointed carries the pay band of Rs. 37400-67000 and Grade Pay of Rs.10000/-. The University allows Dearness Allowance, House Rent Allowance and Transport Allowance at Central Government rates though it is subject to the sanction of the Executive Council from time to time. The rate, period and mode of payment of these allowances are subject to University rules which can be modified by the University if circumstances so demand. Your initial basic pay will be Rs.43000 and is subject to approval of the Executive Council.
3. You will be required to submit a detailed medical report on the condition of your health indicating your medical history and any health problem you may have which requires attention, at the time of your joining.

During your tenure in this University, you will be governed by the Rules and Regulations of the University. In case this offer of appointment is acceptable to you on the above terms and conditions, you are required to join by 7th December 2009.

Yours faithfully


Prof. (Dr.) D. Mukhopadhyay

REGISTRAR

ANNEXURE 5C

I. NOTE OF THE THEN REGISTRAR, PROF. DR. D. MUKHOPADHYAY.

Discussed (with the Vice Chancellor) and it is decided not to issue any letter on the issue (superannuation age of Librarian) stated in the mail. However, we may extend his service on year to year basis after attaining age of sixty years as was decided in the FC/SC held on 14/11/2009. This will be based on the performance of the Librarian.

Sd/-
PROF. DR. D. MUKHOPADHYAY
23/11/2009.

**II. EXTRACT FROM THE MINUTES OF THE 35TH STANDING COMMITTEE MEETING
DATED 14/11/2009:**

"Clarification regarding Superannuation age of Librarian."

The University has received an email from Dr. Thomas, the second selected candidate by the "Selection Committee" for the post of Librarian in regard to the retirement age of the Librarian. The UGC - Chaddha Committee Report and the Sixth pay Commission Report which were approved by the Government of India has kept the retirement age of Librarians to 62 years. The Government of India, Ministry of Human Resource Development, (MHRD) Department of Higher Education, New Delhi's 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 was placed..

RESOLUTION

The Standing Committee decided that the Librarians superannuation age will be as per the existing regulations of the University. The University may, however, extend it."

Annexure 5D

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 31st 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 6th 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 6th 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 6th 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 6th 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.

(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.

(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.

(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.

(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.

(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.

(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) 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 6th 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 6th 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 6th 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 6th 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 6th 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 6th 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,



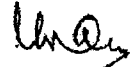
(R.Chakravarty)

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.



(R.Chakravarty)

Deputy Secretary to the Government of India

Agenda Item No:6

Renewal of tenure of Mr.N.Konar,Coordinator,SLPD.

Mr.N.Konar's one year tenure with the University has ended on 31/3/2011. The University proposes to renew his tenure for a further period of one year under the existing terms and conditions. Mr.Konar is currently drawing Rs.25000/-per month as consolidated pay.

Submitted for directions.

Agenda Item No:7

Renewal of tenure of Dr.S.K.Bhattacharya

The tenure of Dr.S.K.Bhattacharya , University Doctor has ended on 31/3/2011. The University proposes to extend his tenure for a further period of one year w.e.f 1/4/2011 a with his existing monthly consolidated pay of Rs.10000/- per month .

Submitted for directions.

Agenda Item No.8

Confirmation of probation period of Accounts Officer.

The Accounts Officer ,Mr.Gautam Pal has completed one year of service in the University during the month of April 2011:

I. Accounts Officer

Date of Joining

Mr.Gautam Pal

- 28/4/2010

The Vice Chancellor's report will be placed on the table of the meeting.

Submitted for directions.

Agenda Item No:9

Report of the Committee formed for considering 5 working days in the University.

The University has been receiving requests for considering Saturday as an off day in the University apart from Sunday being an off day from its students and employees.(Annexure 9A).

In this regard , the Vice Chancellor formed a committee for reviewing the working days/hours in the University; comprising of:

1. Prof.M.K.Sinha,Professor(Law),WBNUJS,Kolkata
2. Ms.Ruchira Goswami,Assistant Professor(Sociology),WBNUJS,Kolkata.
3. Dr.A.K.Poddar,Associate Professor(Law),WBNUJS,Kolkata.

Their report has been given in Annexure 9B. The University proposes to have 'Saturday' as an off day(apart from Sunday) by increasing the existing working hours from "9:30 am – 5:30pm" to " 9:00 am-6:00 pm".

Submitted for directions.

Annexure - 9A.

Minutes of the special committee constituted for considering 5 working days of NUJS

Date: 02/02/2011

Members present

1. Prof M.K. Sinha, Chairman
2. Ms. Ruchira Goswami . Member
3. Dr. A.K. Poddar, Member Secretary

The committee recommended the following

1. Saturday can be a weekly holiday along with Sunday. The four working hours of Saturday will be ^{4 1/2} adjusted in the five working days.
2. The University hours will be a) from 9 AM to 6 PM or b) 8.40 AM to 5. 30 PM.
3. If any teacher wants to take classes on Saturdays, the University administration shall ensure all necessary arrangements for smooth running of the classes.
4. For conducting classes/events on weekly holidays including Saturday, the administrative staff may be awarded incentives as per the existing University rules.
5. The end semester exams can be held on weekly holidays, e.g. Saturday and Sunday, for which the administrative staff is expected to provide all administrative support for smooth conducting of exams for which no incentives will be awarded.
6. In case the University accepts the recommendations of the committee, the new rules would come into effect from 1st April 2011 or later.

Prof M.K. Sinha

M.K. Sinha
2/2/11

Ms. Ruchira Goswami

Ruchira Goswami 02/02/11

Dr. A.K. Poddar

A Poddar
2.2.11

Vice Chancellor

MP
4.2.11

169/8012
22/8/10

VC 0567/8/27/8/10

Date: 26th August, 2010

The Vice Chancellor
National University of Juridical Sciences,
Salt Lake City,
Kolkata- 700098.

Respected Sir,

Sub: Holidays on Saturday

I wish to bring to your notice that the general body wants Saturday to be given as an off day apart from Sunday every week.

This is because of the following reasons:

1. Giving Saturday as an off day will give students a complete extra day to prepare better for classes as it will give them more time to read and research.
2. Students researching for various moots, projects, publications will have more time to concentrate on their research rather than on attending classes alone.
3. Attending six days of classes every week is an extra burden on the students and they get drained out physically by not attending enough classes. When the same number of classes could be held on five days of the week, there is no absolute necessity to have classes on all six days of the week.

This apart, teachers also get three days off per week (including Sunday) and this helps them prepare better for classes and it also helps them complete their research projects. In the same way, if students are also given an extra off day per week, it will ensure that they prepare themselves better for classes and also involve themselves in meaningful research projects.

In view of the above, the students would be highly obliged if you could grant us an extra day off on Saturday from the next semester.

Looking forward to your cooperation in this matter

Thanking you in anticipation,

Yours Sincerely,

Akash Jena
26 Aug 2010
(AKASH JENA)

President,

Student Juridical Association

Registrar
for F.B. meeting

md
26.08.10

A Peddala
28.8.10

~~XXXXXXXXXX~~

Regd 115/1
08/1/11

AR 9/12/11

NUJS/Admn.Stf./Appl./Wkly.off./09/2009
7th September 2009

The Vice Chancellor
The West Bengal National University of Juridical Sciences
'Dr. Ambedkar Bhavan'
Salt Lake City,
Kolkata - 700098.

Sub : Request for Weekly off on Saturdays and Sundays

Sir,

As the University authorities are aware, the Administrative staff of this University work 6 days a week, the working hours being 09:30 am. to 05:30 pm on all week-days and 09:30 a.m. to 02:00 p.m. on Saturdays. The total working hours in a week thus stands to 44.5 hours.

A 'five-day week' system was primarily conceived and implemented by late Rajiv Gandhi, the then Prime Minister of India, in the early '80s in almost every Central Government office and undertaking across the country with a view to enhancing productivity and efficiency of the offices and establishments. It has passed the test of time, to establish that working five full days in a week instead of five full days and a half Saturday saves financial resource and contributes to efficient and effective functioning of the office. Most of the Central Government as well as State Government offices including High Courts and Supreme Courts, educational institutions across the world remain closed on every Saturday and Sunday.

In view of the above, we pray with humility that WBNUJS may follow a 'five day week' instead of the current practice. Moreover, all the members of staff agree to work from 09:30 a.m. to 06:00 p.m. from Monday to Friday to compensate the loss of working hours on Saturday. The members of staff further undertake to cooperate with the members of faculty, in case they are required to be present on some Saturdays to coordinate/assist any academic activities like seminar/workshop etc.

We hope that our request will be treated favourably.

Thanking you,

Yours sincerely,

Staff of WBNUJS.

Encls : Signatures of the administrative staff with names.

THE W.B. NATIONAL UNIVERSITY OF JURIDICAL SCIENCES

STAFF CIRCULATION

| Sl. No. | Name | Signature |
|---------|---------------------------|-----------|
| | | |
| | | |
| | | |
| | | |
| 6 | Mr. Nabendu Danu | |
| 7 | Mr. Dwaipayan Basu | |
| 8 | Mr. Sovan Chaudhuri | |
| 9 | Mr. Subhendu Bhattacharya | |
| 10 | Mr. Prithwish Saha | |
| 11 | Mr. Abhijit Nandi | |
| 12 | Mr. Anirban Banerjee | |
| 13 | Mr. Purnendu Saha | |
| 14 | Mr. Nurul Ansar | |
| 15 | Mr. Pinaki Saha | |
| 16 | Ms. Anindita Talapatra | |
| 17 | Ms. Nandini Das Biswas | |
| 18 | Mr. Abhijit Biswas | |
| 19 | Ms. Urmi Majumdar | |
| 20 | Mr. Debodeep Roy | |
| 21 | Mr. Rajesh Kumar Singh | |
| 22 | Mr. Sambhu Nath Das | |
| 23 | Mr. Siddheswar Mondal | |
| 24 | Mr. Pradipta Saha | |
| 25 | Mr. Santanu Dey | |
| 26 | Mr. Ali Inam Siddiqui | |
| 27 | Mr. Sufil Biswas | |
| 28 | Mr. Bipul Biswas | |
| 29 | Mr. Uttam Metya | |
| 30 | Mr. Sukhen Biswas | |
| 31 | Mr. Manik Mallick | |
| 32 | Mr. Subrata Thakur | |

| | | |
|----|---------------------------|-------------------|
| 33 | Mr. Dev Bhawan Prasad Nag | 20/09/09 |
| 34 | Mr. Ashim Kundu | 20/09/09 |
| 35 | Ms. Shampa Kaur | 20/09/09 |
| 36 | Ms. Soma Dutta | 20/09/09 |
| 37 | Ms. Shrabani Ghosh | S. Ghosh 20/09/09 |
| 38 | Mr. Dipta Sengupta | 20/09/09 |
| 39 | Mr. Premananda Mukherjee | 20/09/09 |
| 40 | Mr. Bires Bhattacharya | For 20/09/09 |
| 41 | Mr. Rajesh Roy | 20/09/09 |
| 42 | Ms. Molly Nandi | 20/09/09 |

Agenda Item No: 10

Request of Mr.R.K.Singh for enhancement of Part Time Allowance

The University has received an application from Mr.R.K.Singh ,Driver cum Attendant for enhancement of his Part Time Allowance from Rs.50/- to Rs.100/- and also for enhancing his allowance for working on holidays from Rs.200/- to Rs.300/- (Annexure 10A).

The University proposes to enhance the Part Time Allowance for its existing two Driver cum Attendants from Rs.50 to Rs.100/- and the allowance of working on holidays from Rs.200/- to Rs.300/-.

Submitted for directions.

Reg. I 153/1
11/11/11

AR 26/12/11

~~Annexure - 10A~~
Annexure - 10A

January 11, 2011

To

The Registrar (Acting)
The West Bengal National University of Juridical Sciences,
12, LB Block, Sector - III,
Salt Lake City,
Kolkata

Respected Sir,

As you are aware that I, Rajesh Kumar Singh, a Driver-cum-Attendant of this University have been doing all the duties related to the Vice-Chancellor's car since 2000. Presently I am getting monthly salary of Rs. 16, 708/- (Gross) and also getting Rs. 200/- per day for doing services on holidays and also as late night charges. On the other hand, I also get Part-Time Allowance of Rs. 50/- per day for doing official work beyond 7.30 p.m.

This is also to inform you that six years have gone but my allowance for doing services on holidays remains same. This is my humble request to you to kindly enhance this allowance to Rs. 300/- per day from the existing Rs. 200/- per day. Also kindly enhance my Part-Time Allowance to Rs. 100/- from Rs. 50/-.

For the last couple of years, I have been doing the Honourable Vice-Chancellor's duty with utmost sincerity and dedication but never applied to enhance my allowances. In the future also, I will do my services with same dedication and with best of my abilities.

Hope my prayer will not go in vein and will get favourable considerations from the University Authority.

Thanking you with anticipation,

Yours faithfully,

R. K. Singh 11/01/2011
(Rajesh Kumar Singh)
Driver-cum-Attendant,
NUJS, Kolkata

X' above may be decided.

~~vc~~
Placed in FAC.
11.1.11

A P. S. S.
11.7.11

Agenda Item No:11.

Appointment of Professor in Charge ,Litigation Cell.

The University Executive Council in its meeting dated 8/1/2011 has formed a Litigation Cell.

The University now proposes to appoint a Professor in Charge/Director of the Litigation Cell.

In this regard the University has received a CV of Dr.Maurya Vijay Chandra as Professor In charge of the Litigation Cell.(Annexure 11 A).

Dr.Maurya has also sent his financial and other terms of appointment for consideration.(Annexure 11B.)

Submitted for directions.

Dr. Maurya Vijay Chandra

Advocate (India) and Solicitor (England and Wales) (Non-practicing)

3073, Sector A Pocket B&C, Vasant Kunj, New Delhi- 110070

Mobile: 00919999814702 E-mail: mauryavchandra@gmail.com

Annexure - 1/A

Personal Profile

Admitted as a solicitor in England and Wales in 2005 and worked as in-house counsel in London. Currently, leading a practice in Delhi, with offices in two other cities. Current work includes legal advice to entities allotted coal blocks; start-ups in India and UK; remedies for clients facing delay in supply of machines from UK companies and bankruptcy of supplier, whistle-blowing litigation; property and consumer litigation, advising UK investors in real-estate project investment/ JVs; TV Channel in India; bespoke Shareholders' agreements and Memorandum and Articles of Association.

Deft in drafting and advocacy. An excellent researcher, a quick learner and a strategic thinker. Experience of handling institutional as well as individual work. Experience related to support of acquisition of assets in the mining and energy sectors in countries like Brazil, Armenia, Georgia, Zimbabwe, and Bangladesh. Experience of conducting mandated negotiations, structuring financial transactions at the pre-IPO stage and exposure to many legal systems. Experience of ICC and LCIA arbitration in London. Handled matters for mining companies, universities and electricity boards in India. Have been involved in matters relating to division of government companies and demergers. Transferable skills from past experience, strong academic background and strong motivation will contribute to my good performance.

Educational Qualifications

| | | | |
|--------------|-----------------------------------|--|------------------------|
| 2004 – March | PhD (Law) | Queen Mary, University of London | Awarded |
| 2010 | (Indicators of Access to Justice) | | |
| 2002-2003 | M.Sc. | The London School of Economics and Political Science | First Division |
| | (Human Rights) | | |
| 1994-1997 | LLB | Campus Law Centre, University of Delhi, India | (High) Second Division |
| 1991-1994 | B.A. (Hons) | S B S College, University of Delhi, India | First Division |
| | (Political Science) | | |

Work Experience

| | |
|--------------------|--|
| June 08- till date | Leading a practice, Adyopant Legal Services, in Delhi, with offices in two other cities. Focus on small and medium start-ups and international work. Also acting in property, Service and consumer litigation and advising UK investors in real-estate project investment/ JVs |
| Jan 06- May 08 | In-House Counsel, Global Resources Europe Limited, London. Corporate headquarter role as a general counsel included coordinating with top legal firms. Reporting to Directors and Chairman. Experience of structuring and negotiating financial |

- transactions with Banks for project financing. Experience related to support of acquisition of assets in the mining and energy sectors in countries like Brazil, Armenia, Georgia, Zimbabwe, and Bangladesh. Experience of ICC and LCIA arbitration
- Associate, Law Chamber of Mr. A.K. Mehta, Advocate, Jharkhand High Court, India.
- Feb 01- Aug 02 Practice areas: Constitutional, civil, commercial, environmental and criminal litigation. Clients included universities, coal companies.
- Jan 99- Dec 00 Associate, Law Chamber of Dr. S. N. Jha, Senior Advocate, Patna High Court, India. Practice areas: Administrative law, Employment law and Public interest litigation.
- Aug 97- Dec 98 Trainee, Law chamber of Mr. M. S. Sethi, Advocate, Delhi, India
Practice areas: Civil matters before District Court and Debt Recovery Tribunal.

Teaching Experience

- March 2011 Guest Faculty, Jharkhand Judicial Academy, Ranchi
- March 2011 Guest Faculty, Indian Law Institute, New Delhi
- Feb 2010 Guest faculty, West Bengal National University of Juridical Sciences, Kolkata, India.
Delivered one credit course on Benchmarking legal systems
- Aug 2009 Guest Faculty, University Grant Commission-Academic Staff College, India
- Sep 04- Apr 06 Tutorial Assistant, Queen Mary, University of London (Contract law and Public law)

Selected Voluntary Work Experience

- Aug 06- Dec 06 Honorary Consultant, Access to Justice Project, Judicial Academy, Jharkhand, India.
- Jul 03- Sep 03 Intern, Legal Services Research Centre (LSRC), Legal Services Commission, UK.
- Jun 02 Lectured on Judicial Officers Training Course, Judicial Academy, Ranchi, India.
- Oct 01- Apr 02 Director of the "Free Legal Aid Project for prisoners in and around Patna".
- 1997-1998 Conducted Legal Awareness campaigns in the slums of Delhi, India.
- 1996 Assisted the Justice (Mrs.) Duggal Commission on the Classification of Prisoners.

Scholarships, Recognitions and Research Grants

- Small Grant for Education Development Fund, Queen Mary, University of London, 2006 for setting up an online platform for research methods in the School of Law at Queen Mary, University of London.
- University of London Central Research Fund 2006 for a study of Indicators of Access to Justice (Declined).
- Socio-Legal Studies Association Research Grant 2004 for Exploring Indicators for Access to Justice in India.
- Queen Mary, University of London Research Studentship 2003-04 for fully supporting Doctoral Research at the University of London.
- London School of Economics and Political Science Human Rights Centre Scholarship 2002-2003 for fully supporting PG studies in Human Rights.
- 1st Reserve Candidate for British Chevening Scholarship, 2000.

Continuous Professional Development

- Attended Course on IPO's of companies in the UK (2008).

- Attended Young Solicitors' Management Conference (London, 2005).
- Teaching with Small Groups (ESD, Queen Mary, London, 2004).
- One-day Training Programme on the Intellectual Property Law (Indian Law Institute, 1999).
- Training Programme on Alternative Dispute Resolution (ADR) Techniques (Indian Council for Alternative Dispute Resolution, 1998).
- Advanced Course in Constitutional Litigation (Faculty of Law, University of Delhi 1996-97).

Positions Held

Secretary, Atmabodh, a registered society in the field of Human Rights (1999 onwards)
 Student Co-ordinator, Tihar Jail Legal Services Programme (1996-97)
 Member, Witness Committee (Festival of Campus Law Centre, Delhi University, 1994)
 General Secreatry, of Mansarovar Hostel Residents' Union, University of Delhi (1994-95)
 Group Leader of College NSS Unit (1993-94)
 President, Political Science Association, Shaheed Bhagat Singh College (1993-94)
 Student Editor, "Vani 1993-94" (College Magazine of Shaeed Bhagat Singh College)
 Student Editor, "Vani 1992-93" (College Magazine of Shaeed Bhagat Singh College)
 Convenor, Hindi Parishad, Shaheed Bhagat Singh College (1992-93)

Skills and Other Attributes

IT skills: Proficient in online legal databases (LexisNexis, Westlaw, Hein Online, JSTOR), MS office, MS outlook, Internet research, Atlas ti, WebCT, and Endnote.

Language skills: Fluent in writing, reading and speaking Hindi. Beginner in Bengali and Urdu.

Other attributes: Entrepreneurial with excellent communication and presentation skills. Imaginative, ambitious, conscientious, and flexible. Eager to develop knowledge and skills. A self-aware team player; open to suggestions and keen to improve upon weaknesses.

Publications / Reports / Dissertations

- "Access to Justice in the Judgments of the Supreme Court of India: A Mere Rhetoric or a Constitutional Principle", Submitted to the Journal of the Indian Law Institute, New Delhi 2011.
- "Indicators of Measuring Access to Justice in the Developing World: An approach and a measurement in India", PhD Thesis, University of London, March 2010.
- "Access to Remedies for Corporate Human Rights Impacts: Improving Non-Judicial Mechanisms", Consultation Workshop of the Special Representative of the UN Secretary-General on the Issue of Human Rights and Transnational Corporations and Other Business Enterprises Boston, November 2008.
- "Measuring Corruption", (Book review), *Journal of International Trade Law and Policy*, Volume 4, Summer 2006, 51.
- Attended, ESRC Research Methods Festival, St. Catherine's College, Oxford, 2006.
- "Access to Justice in India: Exploring Grassroots Perspective", *Socio-Legal*, No. 48, 2006, 4.
- "Access to Justice in the Developing World: Some Indicators". Paper at the *Socio-legal Studies Association (SLSA) Annual Conference*, University of Sterling, 2006.

- "Measuring Access to Justice: Current Approaches". Paper at the *SLSA Annual Conference*, University of Liverpool, 2005.
- "_____". Paper at the *SLSA Annual Conference*, Glasgow University, 2004.
- "Extra-territorial Protection of the Traditional Knowledge and Folklore of the Indigenous People by means of Intellectual Property Rights". Masters dissertation (unpublished), 2003.
- "Access to Justice in India: Some Reflections". Paper at the *SLSA Annual Conference*, Nottingham Trent University, 2003.
- "Jail Jeevan". Legal literacy booklet in eight regional dialects of Bihar, 2000.
- "Need for Special Court for Atrocities on Women", Seminar Organised by Bihar State Women Development Corporation, Patna, May 2000.
- Participated in City Level Programme Implementation Committee of the National Institute of Child Protection, 1999.
- "Report on Methodology of Jail Survey Conducted by Bihar state Legal Services Authorities", December 1999.
- "Survey of Jails: A Report", *Aid & Advice*, Volume 1 No. 10, August 1999, 9.
- "Interim Report of Garhwa Jail Survey", August 1999.
- "Of Justice and Shrinking Jurisdiction", *Legal News And Views*, February 1997, 24.
- "From the Desk of Law Faculty, Delhi University", *Legal News And Views*, November 1996, 33.
- "From the Desk of Law Faculty, Delhi University", *Legal News And Views*, September 1996, 33.
- "Tihar Jail Project: Some early Reflections", *Legal News And Views*, August 1996, 32.
- "We, they and the System", *Legal News And Views*, July 1996, 33.
- "An Engine of Oppression", *Legal News And Views*, June 1996, 31.
- "The Tattered Net of Mercy", *Legal News And Views*, May 1996, 36.
- "Problems in Legal Litigation by Student Volunteers", Colloquium on Role of Student in Legal Aid Programmes, Faculty of Law, University of Delhi, 3rd February 1996.
- "Conference on Legal Dimensions of Free Market Economy", Indian Institute of Public Administration, New Delhi, May 1996.
- "Community Forest Management of Protected Areas, A Van Gujjar Proposal", Workshop on Community Forest Management of Protected Areas: Van Gujjar Proposals for the Rajaji Park Area, 24th -25th February 1996.
- "Training in Basic Community Health", All India Institute of Medical Sciences, New Delhi, 1993.

Selected Proposals to Public Institutions

- "Proposal to set up a Legal Services Delivery and Research Centre" (Submitted to and approved by the West Bengal National University of Juridical Science, Kolkata)
- "Academic Audit of Select High Court Rulings" (Submitted to National Law University, Delhi)
- "Law, Procedure, Practice and Issues" Courses for Mid Career Lawyers (Submitted to National University Studies and Research in Law, Ranchi)
- "Professional Development for Lawyers Practicing in Districts" (Submitted to Bihar Bar Council)
- "Proposal for Pilot Phase of Rajiv Gandhi Adhivakta Prashikshan Yojna" (Submitted to the National Law University, Delhi)
- "Integrating LLM Degree Certification into Ongoing Training of Judicial Officers in the Judicial Academy" (Submitted to Jharkhand Judicial Academy, Ranchi)

Selected Clients

- International Asset Reconstruction Company, Gurgaon
- Prakash Group of Companies, Delhi and Ranchi
- WM Brand LLP, UK
- Imaginem Cinema Pvt Ltd, Mumbai
- Techno Consultants (a Unit of Madhulika Consultants & Builders Pvt LTD), Delhi
- Hydroair Tectonics PCD Ltd, Mumbai
- Pharmaceutical Distributors
- Real Estate Developers
- Online Music Portal
- The Credence, an NGO
- Green Planet Machines Pvt Ltd, Delhi

Major Instructions Handled

Litigation

- End to End handling of Disputes having Multi-jurisdiction issues and dimensions
- International Commercial Contracts
- High Stake Service matters (such as cadre mergers, regularisations)
- Second opinions on in-house legal advice
- Pre-litigation assessment of matter
- Preparation, Drafting and filing of claims, including collating evidence
- Advise on choosing arbitrators
- Co-ordinating the formation of tribunals
- Engaging and briefing counsels if needed
- Handling disclosures in proceedings

General Commercial and Corporate

- Due diligence and advising on International mergers and acquisitions
 - Conducting Due diligence of property for acquisition
 - Competition Law Compliance
- Review of contractual framework
- Drafting bespoke contracts, including JVAs

New Media and Entertainment Sector

- Legal Documentation for Online Portal
- Commercial and legal implication of use of Open Source Code
- Concluded challenging negotiations on software outsourcing contracts and NDA for UK based Client.
- Negotiating and drafting of Software outsourcing contract
- Matters relating to production of films
- Contracts relating to music albums
- Advising on Investment into a regional news channel
- Franchising Agreements
- Company Formations In India and UK
- Insolvency related matters in the UK
- Setting up of business units in the UK
- Negotiation and negotiation support
- Representation before Administrative Authorities
- Handling Non Disclosure and Confidentiality issues
- Support to business development teams by negotiating Non Disclosure Agreements and providing legal inputs and assessment of negotiating positions
- Procuring legal due diligence abroad
- Regulatory compliance

- Contract vetting and maintenance
- Drafting and vetting Ancillary and subordinate agreements

Hospitality Sector

- Negotiations and drafting of consulting services contract for an upcoming chain of hotels in pre-opening stage

Corporate Social Responsibility, Human Rights, Public Policy and Interdisciplinary Research

- Assessment of human rights risks
- Strategy advise on mitigating the risks
- Representation before policy makers
- Competition Law due diligence
- Proposing drafts and reviews of regulatory material

Real Estate Sector and Non Performing Loans Sector

- Due diligence of proposed investment project
- Tying up of investment advise and local co-investors
- Negotiating contracts in proposed transactions
- Closing on NRI's behalf
- Securing investment to the maximum extent possible
- Client representation on the project vehicle
- Syndicating and consortium agreements
- Complete transactional support during exit from investment
- Drafting and reviewing loan documents
- Structuring financing arrangements and Joint Ventures
- Representing in resolving issues and in recovery proceedings between borrowers and lenders
- Transactional work relating to assignment of financial assets of Banks
- Restructuring debts
- Transactional work and litigation relating to acquisition of non-performance assets of Banks

Mining Sector

- Arbitration relating to failed JV in the Mining Sector
- Reply to Show cause for coal block facing cancellation
- Advised on corporate litigation and implications of share purchase agreement involving joint venture of client with for project related to working a mine
- Provided legal support for local due diligence, structuring investment in real estate project in India and implementing the investment agreement in real estate projects.

- As In House Counsel with Global Steel Holdings Limited, London Holding Company of ISPAT group. Has been in the thick and thin of several high profile corporate transactions including M&A's and Joint Ventures at an international level (especially in the energy, infrastructure and natural resources sectors).
- Negotiated and implemented JV agreement in the mining sector in country of operation by way of setting up companies and drafting shareholder agreements and coordinating with local lawyers for local compliance.
 - DD of Mining Lease for acquisition/ JV
 - Provided legal support while setting up operations, including acquisition of local company.
- Structured and negotiated financial transactions with financial institutions for project financing international commercial arbitrations.
- Gathered considerable experience working for all of the different parties involved in project transactions, from the Government authorities to the project sponsor and concession holders, and from the major lending banks to contractors in a large consortium.

Electricity Sector

- Associate of Additional Standing Counsel of Bihar State Electricity Board and later a panel lawyer of the Bihar State Electricity Board.
 - Experience of tariff related litigations for as well as against power distribution companies, including matters relating to fuel surcharge.
 - Micro-hydel Projects (PPAs/ Agreements/ Tariff Petitions)

Oil and Gas Sector

- Review of Common Minimum Programme for Oil Exploration
- Master Supply Agreements for Consumable items in Drilling operations
- Farm-in, Farm-out Agreements and Teaming/ Consortium Agreements
- Support to business development teams by negotiating Non Disclosure Agreements and providing legal inputs and assessment of negotiating positions
- Operating Contracts
- Procuring legal due diligence abroad
- Reviewed production sharing agreements
- Provided legal support relating to setting up of operations concerning the oil blocks.

Criminal Law Practice

- Criminal writ in the matter of prosecution of a senior IAS officer
- Hearing in criminal appeals
- Criminal complaint relating to misappropriation of assets

Assisted in

- Trademark registrations and oppositions in India, UK , EU and USA
- Advise on Business method patents
- Copyright registration of film scripts
- Consultancy services, opinions relating to assignment, License and agreements of various IPR
- Assessment of IP and IP due-diligence for merger, acquisition, and financing
- Preparation for filing of applications- Pre Filing Database search, reports, opinions
- Research leading to formulating strategic advise on IP and competition law issues
- Drafting specifications/ claims and filing of applications for registration
- Prosecution, opposition proceedings, renewal
- Co-ordinating the complete registration and renewal process world-wide
- Engaging and briefing Of counsels for handling IP litigation in India, UK and the USA



Anexme - 11B

Mahendra P. Singh <mpjitholi@gmail.com>

Fwd: My initial thoughts on taking up a position in NUJS

2 messages

Maurya Chandra <mauryavchandra@gmail.com>
To: VC <mpjitholi@gmail.com>

Tue, Apr 12, 2011 at 10:02 PM

Dear Sir,

For your kind information please.

Regards.

Maurya.

----- Forwarded message -----

From: **Maurya Chandra** <mauryavchandra@gmail.com>
Date: 17 March 2011 19:55
Subject: My initial thoughts on taking up a position in NUJS
To: VC <mpjitholi@gmail.com>

Dear Sir,

As discussed with you, I would have ideally preferred a position with dual location with 50% of my time to be spent in Delhi. However, in view of your very valid concerns about the viability of the project with a 3 days a week head at Kolkata, I am willing to take up the position with Kolkata as the primary location on the following terms:

Designation

Full Professorship with permission to keep my private clients and practise apart from University's work.

Role

- Law-Practise Oriented Training Programme like a three credit practise oriented advanced optional course for 3-5 years students, or training to mid-career lawyers under the Rajiv Gandhi Grameen Adhivakta PrashikshanYojna or more intensive professional development training for mid-career lawyers and in-house counsels
-
- Setting up the LSDRC and all that would be required for that.
- Supervising casework handled by the LSDRC.
- Supervising research on aspects of legal practise and practise management.
- I would not be able to take up any purely academic teaching load, except in my core area of expertise i.e Access to Justice.

Location and Station Leaving Permission

- Primarily working out of Kolkata subject to flexi-working in the initial period and on matters that I will need to follow up in other cities on the University's behalf.
- University to permit me to travel out of Kolkata on private clients' matters on parity with academic leave OR 5 days a month, whichever is higher.

Financial

- I would need a salary of Rs. 80 thousand in hand i.e. gross salary less the statutory deductions and income tax liability on my gross salary.
- University to get 25% of revenues from private clients or the LSDRC's paying clients (either referred by me or by the university clinic).
- Relocation allowance 4 Lacs refundable pro-rata if I stay for less than 2 years Or fully furnished 2 BHK accommodation.

Other Support form the University

- At least one full time Law Assistant (Fresher Law Graduate with good managerial skills)
- Office space with confidential conferencing facility
- Travel and associated allowance for attending international conferences on clinical legal education
- Other usual amenities available to a professor

--
Regards.

Dr. Maurya Vijay Chandra, Advocate, India.

Please note that this is a confidential communication and may contain legally privileged information. If you are not the intended recipient of this communication, please inform Maurya Vijay Chandra (+91 9999714802) and delete the e-mail permanently from your records.

--
Regards.

Dr. Maurya Vijay Chandra, Advocate, India.

Please note that this is a confidential communication and may contain legally privileged information. If you are not the intended recipient of this communication, please inform Maurya Vijay Chandra (+91 9999714802) and delete the e-mail permanently from your records.

Mahendra P. Singh <mpjitholi@gmail.com>
To: Maurya Chandra <mauryavchandra@gmail.com>

Tue, Apr 12, 2011 at 10:28 PM

Maurya,
Thanks.
m

[Quoted text hidden]

--
Professor Dr Mahendra P Singh

Vice Chancellor
The WB National University of Juridical Sciences
12 LB Block, Sector III, Salt Lake City
Kolkata 700098, INDIA
Tel.: +91-33-2335 5008 (Direct)
+91-33-2335 0534/7379 (Ext. 204)
Fax: +91-33-2335 7422

Agenda Item No:12

Leave Rules.

The University Executive Council in its meeting dated 8/5/2010 had appointed a committee to revise the existing leave rules of the University . The committee comprising of the following was formed :

1. Prof.Dr.M.P.Singh,Vice Chancellor,WBNUJS
2. Secretary to the Govt.of West Bengal. Judicial Department
3. Dr.A.K.Poddar, Registrar(Acting),WBNUJS, Member Secretary.

Their report is given in annexure 12A.

Submitted for directions.

Date: January 31, 2011.

REPORT OF THE LEAVE RULES COMMITTEE

The Executive Council of the University in its meeting held on 8th May 2010 decided to appoint a Committee to revise the existing leave rules of the University. The Committee consists of the following:

1. **Vice Chancellor, WBNUJS, Chairperson**
2. **Secretary to Government of West Bengal, Judicial Department**
3. **Registrar, WBNUJS, Member Secretary.**

After preliminary information supplied to and discussion with the then Secretary to the Government of West Bengal, Judicial Department, Shri Asim Kumar Roy, the Registrar was asked to collect required information on leave rules from the University Grants Commission (UGC), from the Universities in the State of West Bengal and any Central Universities.

After collection of this information a meeting of the Committee was held in the chambers of Judicial Secretary. After pursuing the existing University rules and rules gathered as above it was decided that a comparative table of different rules may be prepared. Accordingly the office prepared a table of rules for the consideration of the committee. Subsequently in the next meeting the Committee after examining those tables found that all the Universities in the State of West Bengal as well as Central Universities have incorporated UGC rules in their Statutes. Accordingly, it was decided that WBNUJS should also incorporate UGC rules into our existing rules.

The Committee in its meeting on 31.01.2011 looked into the modified rules and after incidental corrections and modifications finalized the attached rules for approval and adoption of the Executive Council.

West Bengal National University of Juridical Sciences

Leave Rules

The following kinds of leave shall be admissible to permanent teachers.

Note: A permanent teacher means a teacher appointed on a time scale of pay for a minimum period of five years.

i) Leave treated as duty

Casual Leave
Special Casual Leave
Duty Leave

ii) Leave earned by duty—Earned Leave

Half Pay Leave, Commuted Leave

iii) Leave not earned by duty—

Extraordinary Leave

Leave not due

iv) Leave not debited to Leave Account—

a) Leave for academic pursuits—Study Leave, Sabbatical Leave and Academic Leave

Leave on grounds on health and other leaves—Maternity Leave. Leave at the discretion of the Vice Chancellor

The Executive Council may, in exceptional cases, and on recommendations of the Academic Council grant, for the reasons to be recorded, any other kind of leave, subject to such terms and conditions as it may deem fit to impose.

20.5.C CASUAL LEAVE :

Casual leave may be granted to teachers of the University for 8(eight) days in each academic year. Casual leave to temporary staff will be granted in the same manner as to those holding permanent appointments.

Casual leave shall be granted only when it can be given without inconvenience to University services.

It shall not ordinarily be granted in continuation of other leave (except special casual leave) but it may be combined in any manner with Sundays and other authorized holidays but not more than three days casual leave exclusive of such Sundays and holidays shall be taken during one period of absence and provided also that such period of absence shall not exceed six days in all.

There is no provision for half-day Casual Leave. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

20.5.F Special Casual Leave

- (i) Special Casual Leave, not exceeding 10 days in an academic year, may be granted to a teacher:
 - (a) To conduct examination of a University/Public Service Commission / Board of examination or other similar bodies / institutions ; and
 - (b) To inspect academic institutions attached to a statutory board etc.
- (ii) In computing the 10 days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.
- (iii) In addition, special casual leave to the extent mentioned below, may also be granted:
 - (a) To undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme Leave in this case will be restricted to 6 working days; and
 - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case will be restricted to 14 days.

Special casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion

20.5. G - DUTY LEAVE

- i. Duty Leave of the maximum of 30 days in an academic year may be granted for the following :
 - a) Attending conferences, congress, symposia and seminars on behalf of the University or with the permission of the University;
 - b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice Chancellor;
 - c) Working in another Indian or foreign University, any other agency, institution or organization, when so deputed by the university;
 - d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other academic body; and
 - e) For performing any other duty for the university;
- ii The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.
- iii The leave may be granted on full pay , provided that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances.
- iv Duty leave may be combined with earned leave, half pay leave or extraordinary leave.
- v. Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher invited to share expertise with academic bodies, government or NGO.

20.1.(1) Earned Leave

- (i) Earned leave admissible to a teacher shall be
 - (a) $1/30^{\text{th}}$ of actual service including vacation; plus
 - (b) $1/3^{\text{rd}}$ of the period, if any, during which he/she is required to perform duty during vacation.
- For purposes of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.
- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For avoidance of doubt, it may be noted

1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.
2. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not in the aggregate exceed 120 days.
3. Encashment of earned leave shall be allowed to non-vacation members of the teaching staff as applicable to the employees of Central/State Governments.

In the case of a person re-employed after retirement, the provisions of these rules shall apply insofar as the leave is concerned, as if he had entered the University services for the first time on the day of his re-employment

Leave cannot be claimed as a matter of right and the leave sanctioning authority may refuse and revoke leave.

Leave cannot be claimed as a matter of right and the leave sanctioning authority may refuse and revoke leave.

20.5.H. Half-pay Leave

Half-pay leave admissible to a permanent teacher shall be 20 days for each completed year of service. Such leave may be granted on the basis of medical certificate from a registered medical practitioner, for private affairs or for academic purposes.

Explanation :

A "completed year of service" means continuous service of specified duration under the university and includes periods of absence from duty as well as leave including extraordinary leave.

20.5.I. Commuted Leave

Commuted Leave, not exceeding half the amount of half pay leave due, may be granted on the basis of medical certificate from a registered medical practitioner to a permanent teacher subject to the following conditions:

- (i) Commuted leave during the entire service shall be limited to a maximum 240 days;
- (ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due, and
- iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time. Provided that no commuted leave shall be granted under these rules unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

20.5.J EXTRAORDINARY LEAVE

- (i) A permanent teacher may be granted extraordinary leave when;
 - (a) No other leave is admissible ; or
 - (b) Other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.
- i) Extraordinary leave shall always be without pay and allowances. Extraordinary leave shall not count for increment except in the following cases:
 - a) Leave taken on the basis of medical certificates;
 - b) Cases where the Vice Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, provided the teacher has no other kind of leave to his credit;
 - c) Leave taken for pursuing higher studies, and
 - d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or on assignment for technical or academic work of importance.
 - e) Extraordinary leave may be combined with any other leave except casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years except in cases where leave is taken on medical certificate. The total period of absence from duty shall in no case exceed five years in the full working life of the individual.
 - f) The authority empowered to grant leave may commute retrospectively periods of absence without leave into extraordinary leave.

20.5.K Study Leave

i) Study leave may be granted for the entry level appointees as Assistant Professors/Assistant Librarian/Assistant Director of Physical Education and Sports / College DPE&S after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the university or to make a special study of the various aspects of university organization and methods of education.

ii) Subject to the terms contained in this clause 8.2, in respect of granting study leave with pay for acquiring Ph.D. in a relevant discipline while in service, the number of years to be put in after entry would be a minimum of two or the years of probation specified in the university statutes connected, 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 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.

iii) The paid period of study leave should be for three years, but two years may be given in the first instance, extendable by one more year, if there is adequate progress as reported by the Research Guide. Care should be taken that the number of teachers given study leave, does not exceed the stipulated percentage of teachers in any department. Provided that the Executive Council/Syndicate may, in the special circumstances of a case, waive the condition of two years service being continuous.

Explanation : In computing the length of service, the time during which a person was on probation or engaged as a research assistant may be reckoned provided :
The person is a teacher on the date of the application;

a) There is no break in service; and

b) The leave is requested for undertaking the Ph.D. research work.

(iv) Study leave shall be granted by the Executive Council/Syndicate on the recommendation of the concerned Head of the Department. The leave shall not be granted for more than three years in one spell, save in very exceptional cases in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university.

(v) Study leave shall not be granted to a teacher who is due to retire within five years of the date on which he /she is expected to return to duty after the expiry of study leave.

(vi) Study leave may be granted not more than twice during one's career. Provided that, under no circumstances, the maximum of study leave admissible during the entire service should not exceed five years.

(vii) No teacher, who has been granted study leave, shall be permitted to alter substantially the course of study or the programme of research without the prior permission of the Executive Council/Syndicate. In the event, the course of study falls short of study leave sanctioned, the teacher shall resume duty immediately on the conclusion of such course of study, unless a prior approval of the Executive Council/Syndicate to treat the period of shortfall as ordinary leave has been obtained.

(viii) Subject to the provisions of sub-clauses (ix) below, study leave may be granted on full pay up to two years extendable by one year at the discretion of the university.

viii) The amount of scholarship, fellowship or other financial assistance that a teacher, granted study leave, has been awarded will not preclude his/her being granted study leave with pay and allowances but the scholarship, etc., so received shall be taken into account in determining the pay and allowance on which the study leave may be granted. The Foreign scholarship/fellowship would be set off against pay only if the fellowship is above a specified amount, which shall be determined by the UGC, from time to time, based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.

ix) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher, who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.

x) A teacher granted study leave shall on his/her return and re-joined the service of the university may be eligible to the benefit of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on study leave. No teacher shall however, be eligible to receive arrears of increments.

xi) Study leave shall count as service for pension /contributory provident fund, provided the teacher joins the university on the expiry of his/her study leave.

xii) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.

Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.

xiv) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the university for a continuous period of at least three years to be calculated from the date of his/her resuming duty on expiry of the study leave.

xv) After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the university, binding himself/herself for the due fulfillment of the conditions laid down in sub-clause above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the university in accordance with sub-clause (xiv) above.

xvi) The teacher shall submit to the Registrar, six monthly reports of progress in his/her studies from his/her supervisor or the Head of the Institution. This report shall reach the Registrar within one month of the expiry of every six months of the study leave. If the report does not reach the Registrar within the specified time, the payment of leave salary may be deferred till the receipt of such report.

20.5.L. SABBATICAL LEAVE:

- (i) Permanent, whole-time teachers of the university and colleges who have completed seven years of service as Reader/Associate Professor or Professor may be granted

sabbatical leave to undertake study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the University and higher education system.

- (ii) The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.
- (iii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave.
- (iv) A teacher, shall during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.
- (i) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organization in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies, provided that in such cases the Executive Council/Syndicate may, if it so desires, sanction sabbatical leave on reduced pay and allowances.
- (ii) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund; provided that the teacher rejoined the university on the expiry of his/her leave.

15.E. MATERNITY LEAVE:

- (i) A female employee may be granted maternity leave by the authority competent to grant leave for a period not exceeding 180 days from the date of its commencement to be availed of twice in the entire career. During such period, she shall be paid full pay.
- (ii) Maternity leave may also be granted in case of miscarriage, including abortion, subject to the conditions that –
 - (a) the leave does not exceed 45 days;
 - (b) the application for the leave is supported by a medical certificate of an approved medical authority.
- (iii) Maternity leave may be combined with earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.
- (iv) Maternity leave shall not be debited against the leave account.

20.5.M. LEAVE NOT DUE (Medical Reasons):

- (i) Leave not due may, at the discretion of the Vice-chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out

of which not more than 90 days at a time and 180 days in all may be otherwise than on medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.

(ii) 'Leave not due' shall not be granted, unless the Vice chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.

(iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council.

Provided that the Executive Council may waive off, in any other exceptional, for reasons to be recorded in writing, the refund of leave salary for the period of leave still to be earned.

20.5.N Child Care Leave

Women teachers having minor children may be granted leave upto two years for taking care of their minor children. Child care leave for a maximum period of two years (730 days) may be granted to the women teachers during entire service period in lines with Central Government women employees. In the cases, where the child care leave is granted more than 45 days, the University/College / Institution may appoint a part time/guest substitute teacher with intimation to the UGC.

20.5.O. Paternity Leave

Paternity Leave of 15 days may be granted to male teachers during the confinement of their wives, and such leave shall granted only up to two children.

20.5.P. Adoption Leave

Adoption leave may be provided as per the rules of the Central Government.

Agenda Item No:13

Service Conditions and financial powers of the Vice Chancellor and the Registrar of the University

The University proposes to review the service conditions and financial powers of the Vice Chancellor and Registrar of the University. In this regard it had written to the University of Calcutta, Jadavpur University, Vishwa Bharathi University and all the National Law Universities in India.

A reply from NALSAR Hyderabad has been received, replies from other Universities are awaited.

NALSAR, Hyderabad has confirmed the following:

1. The Vice-Chancellor salary is fixed as per UGC Rules. He is provided with rent free accommodation, car and driver. Full medical re-imbursment is available to the Vice-Chancellor and his dependent family members.
2. The Registrar is a full-time Professor of the University. He is paid the salary as Professor as per UGC Rules. For the additional charge as Registrar, he is entitled to an honorarium of Rs. 10,000/- p.m. He is provided with rent free accommodation. Vehicle and Driver is also provided for his official purposes.
3. The Vice-Chancellor can incur expenditure sanctioned by the budget or otherwise directed by the Executive Council. He has the authority to spend or incur expenditure of an emergent nature not provided for in the budget not exceeding Rs. 15,000/- during a month for the purpose of the University subject, however, that the total amount so spent during one year does not exceed Rs. 50,000/-. The expenditure so incurred shall be got ratified by the Executive Council in the earliest meeting following the period during which such expenditure was incurred.
4. As per the decision of the Executive Council all the staff teaching and non-teaching are entitled for reimbursement of medical expenses or premium paid for mediclaim policy for the employees and his / her dependent family members to a maximum of Rs. 10,000/- p.a.

Submitted for directions.

Agenda Item No:14

University Building rented to Corporation Bank

The University had been requesting Corporation Bank to increase the rent in terms of current market rates. The Bank has stated their inability to increase the rent beyond Rs.50000/- per month with effect from July 2008. The Standing Committee in its 30th meeting dated 17/1/2009 had resolved that the University may take legal advice.

The Standing Committee subsequently in its meeting dated 17/4/2010 had directed that Hon'ble Justice P.C.Ghose, Member University Executive Council may be requested to advise the University in regard to the possibility of appointing a lawyer for following up the matter of enhancement of rent of the University Building rented out to Corporation Bank.

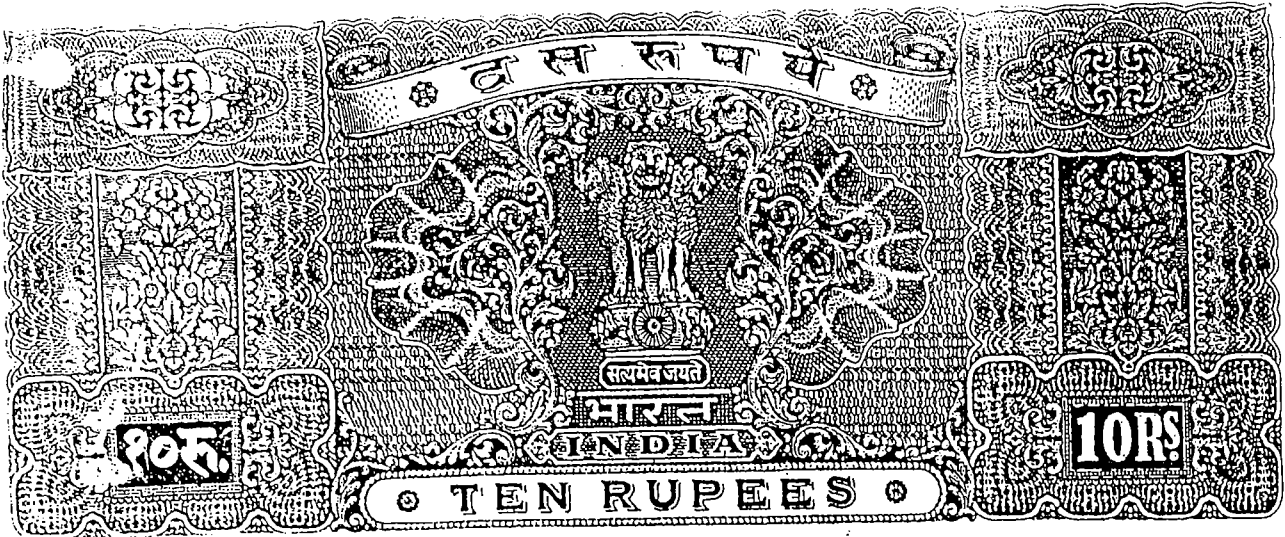
The agreement with the bank is given in annexure 14A.

Submitted for directions.

'A'

Annexure 1/4A

10 RS.



MEMORANDUM OF AGREEMENT made this 24th June day of 2003
between the The W.B.National University of Juridical
Sciences, 12 LB Block, Salt Lake City, Kolkata-700098
represented by Dr. (Mrs.) Gangotri Chakraborty, Registrar
and the latter called the "University" (which expression
shall be deemed to include their successors in office
and assigns) of the FIRST PART.

AND

Corporation Bank, a body corporate constituted under
banking Companies (Acquisition & Transfer of
Business) Act, 1980 having its Head Office at
Kolkata and among others, a branch office at
Corporation Bank, NUJS Branch, and represented by their
Senior Manager and duly constituted Attorney Sri Debasis
Saha hereinafter termed the "Bank" (which expression
shall be deemed to include their successors in office
and assigns) of the SECOND PART

WHEREAS the Bank being in need of space for their NUJS
Campus Branch, Kolkata approached the University and the
University vide their letter dt. 01.06.2002 offered the
required space to the Bank and now the University being the
authorised and competent Owner/Lessor confirm having let
out to be let out an area of 2000 sq. ft. (approx.) of
entire ground floor & first floor of a separate building
constructed on the west side of the Campus of University
at 12, LB Block, Salt Lake City, Kolkata-700098 to
"Corporation Bank, NUJS Campus Branch" to house their
branch under the following terms & conditions:

Contd.

For Corporation Bank

Gangotri Chakraborty

Registrar

1. Land lord : The W.B. National University of Juridical Sciences, 12 LB Block, Salt Lake City, Kolkata-700098

2. Location of the Premises: Entire ground floor & 1st floor of new building at west side of the campus at 12 LB Block, Salt Lake City, Kolkata-98 with the frontage facing the road and opening there upon.

3. Area : 2000 sq.ft (approx.) including both ground floor and first floor.

4. Rent : Rs. 20/- per sq.ft. i.e. Rs. 40,000/- per month for a total space of 2000 sq.ft. (approx.) on actual floor area basis.

5. Advance Rent: Interest free advance rent of Rs. 2.40 lacs (equivalent to 6 months rent) to be retained at the time of vacation of the space by Bank.

6. Lease Period : 15 years (with 25% increase in rental for II & III block after 5 years).

7. Municipal Taxes & other taxes : Payable by the University.

8. Electric Power & Meter :

35 KVA power & Sub-meter to be provided by the University and actual electricity charges to be borne by Bank.

9. Renovation & Repairs as required

: By the University

contd.....3.

Corporation Bank

Branch Manager
NWJS Branch, Kol-98

Jangam Chakraborty

Registrar
The W.B. National University
of Juridical Sciences

4. Adequate water supply : By the University.
11. Water charges : To be borne by the Bank

12. Provision of 2 separate toilets for gents & ladies: will be provided by the University

13. Strong room : Strong room to be constructed by the University and strong room door to be arranged by Bank.

14. House Keeping & security : By the Bank

15. Space for signage : Bank may be allowed to put their signages on the building rented out, location of which shall be in consultation with the University.

IN WITNESS WHEREOF, the University and the Bank have herein set their hands and executed these presents at Salt Lake City, Kolkata-700098 on the 24th June day of month and year written above.

For Corporation Bank

[Signature]
Branch Manager
NUS Branch, Kol-98

FOR AND ON BEHALF OF
CORPORATION BANK

[Signature]

Registrar
The W.B. National University
of Juridical Sciences

FOR AND ON BEHALF OF
THE W.B. NATIONAL UNIVE-
RSITY OF JURIDICAL SCI-
ENCES



Handwritten notes:
Keep it in the concerned
part of the concerned
1.8.08

Corporation Bank

(A Premier Govt. of India Enterprise)

NUJS Branch Campus, 12, LB Block, Sector-III, Salt Lake City, Kolkata-700098. Ph-(033)2335-1403(D), 1402(O), 2335-1404
website: www.corpbank.in E-mail: corpbank@corpbank.in

OR/NUJS/075/2008-09

01.08.2008

The Registrar,
The WB National University of Juridical Sciences
12, LB-Block, Sector-III
Salt Lake City, Kolkata-98

Dear Sir,

Sub: Enhancement of Rate of Rent for Bank Premises

Ref: Your letter NUJS/Reg/Corp Bank/Rent/08 dated

09.07.2008

This has reference to your above referred letter dated 09.07.2008 pertaining to enhancement of rent for Bank's premises.

In this regard it may be stated that the discussion that took place between the NUJS University and Corporation Bank on 04.07.2008, there was really speaking no agreement between us in the matter of enhancement of the rent, far less a commitment from Bank's side. This cannot be done at our end except with the concurrence of our Head Office.

Our Bank's tenancy stands on a bi-lateral agreement dated 24.06.2003 executed by the Branch Manager of Corporation Bank, NUJS Campus Branch and the Registrar of W.B. National University of Juridical Sciences, Kolkata. The agreement is for a period of 15 years with effect from the date of its execution and the rate of rent payable is @ Rs.20.00 per square feet for occupancy of total 2000 square feet, i.e. Rs.40000.00 per month. The agreement provides that it is for 15 years with 25% increase in rental for II and III block for 5 years.

As per the terms of the agreement the University is entitled to an increase in the rental at the rate of 25% with effect from 01.07.2008, which the Bank is to remit, under an obligation in terms of the agreement.

In this connection it may be stated that your contention, as contained in the letter under reference, is not so clear. This apart, it may kindly be recalled that this Corporation Bank lent sum around Rs.20.00 Crores at a concessational rate of interest, evidently to the advantage of the University and as such we on our part are desirous to maintain cordial relationship in coming days also.

Accordingly, as per the terms of the agreement, we are crediting Rs.50, 000.00(increase of enhanced amount of Rs.10, 000.00) as per the terms of the agreement.

Yours faithfully,


Branch Manager

Agenda Item No:15

Proposal to introduce a 2 year M.Phil course in Law,Public Policy and Governance

The matter arises out of the 34th meeting of the Executive Council dated 8/1/2011. The Executive Council on the recommendation of the Academic Council had deferred the proposal for starting a two year four semester M.Phil course in Law, Public Policy and Governance by WBNUJS. (Annexure 15 A)

The proposal has again been sent to the Academic Council for its views.

Submitted for directions.

M. Phil in Law, Public Policy and Governance

With India's globalization and SAP, and the new concepts of governance, public policy has become a matter of serious concern for scholars, law-makers, public opinion makers and society at large. Public policy is multi-faceted and hence requires an interdisciplinary perspective for a comprehensive understanding of the subject. Public policy, its nature and content, public policy making and its implementation, if at all, are inextricably linked to a country's constitutional-legal order; its political system, its structures and dynamics; historical and cultural back-up of the society articulated in social and political thought; legal foundations; civil society and institutions and so on. The subject requires also paying adequate attention to ethics and values that underpin public policy.

M. Phil in Law, Public Policy and Governance is a two-year and four-semester advanced post-graduate course, part taught and part research, leading to the M Phil degree and seeks to prepare the students for entry into higher academic pursuits and further research, and the others (policy-makers, administrators, and aspiring social and political activists) for an understanding and knowledge of the complex issue of public policy and its implications for governance.. For the aspiring academics, while this is an independent degree, this can also be taken as the basis of direct entry into Ph. D programme. For others in both public life and private spheres, this is an advanced research-based training in Law, Public Policy and Governance. This course is open to persons with master's degree in any discipline. Students of L LM can also benefit by taking some papers as Optional. For the administrators and prospective policy makers, in both public and private spheres, this course provides an advanced knowledge and understanding of the interrelated issues of law, public policy and governance, and also the applied first hand knowledge through researches.

Basic Objectives of the Course

The Course seeks to:

- Explore critically the interrelations between law, public policy and governance
- Encourage students to develop innovative, original and critical approaches to the study of law, public policy and governance.
- Expose students to study public policy as an interdisciplinary and multi-disciplinary subject with the specific context of law and governance.
- Familiarize students with the intellectual history of public policy and governance, and the recent paradigmatic shifts in the same as well as the practical relevance of the same.
- Provide students with a basic knowledge of social science research methods.

Outcome of the Course:

- A (Immediate) Students will develop a knowledge and understanding of:

- Key Social Science disciplines such as Law, Political Science and Public Administration, Economics, and Sociology that bear on public policy and Governance
- Development theory, Public Policy formulation and implementation, and new modes of intervention
- Changing modes of governance of public affairs
- Interconnection between Law, Public Policy and Governance
- Qualitative and Quantitative Research methods in the social Sciences, and ethical, political and legal issues in research

B (Ultimate) The course seeks to endow the post graduates with a critical appreciation of the interdisciplinarity of law, public policy and governance, and equip them for work in governmental, non-governmental and multilateral agencies dealing with varied aspects of public policy and governance, and also to prepare them for doctoral studies for career in academia, bureaucracies, media and the global economy.

Teaching/Learning Methods and Assessment:

Lectures, Classes, Seminars, Tutorials, Students Assignments, Groups Work and Field Work, Student Viva, Written examination and Dissertation and its oral (and public) examination are the methods and modes of teaching/learning and assessment. Students' capacity for independent and cooperative work, independent and critical thinking is strongly encouraged.

Course Structure: [the candidates have to pass in each segment stated below]

Grand Total Marks=500

Intake=25

First Semester

- Compulsory paper 1 (100 marks) : Research Methodology (50 marks- written examination, 25 marks- seminar presentation, 25 marks- project paper)
- Compulsory paper 2 (100 marks) : Public Policy: Concept and Dimensions (50 marks- written examination, 25 marks- seminar presentation, 25 marks- project paper)

Second Semester

- Optional Paper 3 (100 marks): Students will select one of the following-
 - a) **Public Policy and Nation Building in India**
(70 marks written examination, 30 marks for 3 Tutorials, each accompanied by a 1000 word-essay of 10 marks)
 - b) **Law, Governance and Development** (70 marks- written examination, 30 marks for 3 tutorials, each accompanied by a 1000 word- essay, of 10 marks each)

Third and Fourth Semesters: Writing Dissertation Paper of 20,000 words (approx):

- This is to be of 200 marks (written 150 and viva 50 marks)
- This is to be examined by the supervisor as well as by an external examiner
- Viva is to be taken in public
- There will be one pre-submission presentation in the 3rd semester

SEMESTER I

Paper 1 (Compulsory) Research Methodology (60 lectures)

This paper seeks to familiarize the students with the meaning and vocabulary of research, the basic and updated methods and tools of research in social sciences and their philosophical foundations as well as ethical issues involved in social science researches.

(30 Lectures) Module 1

1. Philosophical Foundations: Positivism, Phenomenology, and Hermeneutics
2. Methodology of research: varieties and their significance
3. Vocabulary of research: concept; variable; proposition; hypothesis; causality; and theory
4. Components of research design: problemation; hypothesis formulation; data collection and testing of hypothesis; validity and reliability of procedures
5. Major methods and techniques of data collection: survey; observation and questionnaire; participant observation and interview; sampling; study of official records and content analysis

(30 Lectures) Module 2

1. Data processing, data analysis and report writing
2. Basic statistical tools and techniques of empirical research; descriptive statistics
3. Documentary and archival analysis
4. Use of Internet and electronic sources
5. Ethical issues in research
6. Post Modernism (Critical Legal Studies)

Paper 2 (Compulsory) Public Policy- Concepts, Dimensions and Processes (60 lectures)

This is the foundation paper which seeks to equip the students with broad understanding of public policy, various approaches, agencies in formulating public policy, the national and international contexts of public policy and their interfaces, the procedural aspects of policy making, and finally the interrelation between law, public policy and governance.

(30 Lectures) Module 1 (Concepts and Approaches)

1. What is Public Policy?

2. Concepts of the Public and the private spheres: normative concerns
3. Characteristics and Norms; ethics and values
4. Approaches: western; Marxist and non-western; post-behavioural; public choice, and public management, New Public Administration and New Public Management.
5. Policy Context: political, constitutional, legal, administrative, socio-cultural, economic, environmental and scientific
6. Law, Public policy and Governance: interrelations

(30 Lectures) Module 2 (Institutions and Actors)

1. Policy Interfaces: institutions, actors and public policy planning and analysis; resource mobilization; policy formulation, implementation and evaluation
2. Role of governmental and non-governmental actors in policy process: bureaucracy, parliament, court, political parties, corporate sector, interest groups, NGOs, and citizens
3. International Policy and its role in forming public policy
4. Procedures followed by governments in forming public policy
5. International organizations and their influence on domestic policy (special emphasis on UN, WTO, World Bank and IMF)
6. Role of domestic policy in forming international policy

Semester 11 (Optional)

Paper 3a Law, Governance and Development (60 lectures)

This paper seeks to familiarize the students with concepts of legal dimensions of governance with particular emphasis on multicultural societies and the issue of development, treated in historical and comparative perspectives. It offers a critical understanding of debates on development, ideological and political factors in development, and focuses on South Asia as a regional case.

Module 1 (Law and Governance) (Topics 1-6) (30 lectures)

1. Meaning of Government, Governance and Governability: theoretical issues and ongoing debates
2. Globalization and the notions of Good Governance
3. Law and Changing notions of Sovereignty: Bodin, Hobbes and the post-Hobbesian political order
4. Constitutionalism (Comparative constitutional law/ Indian Constitution), Administrative Law, Rule of Law
5. Law and Cultural Pluralism: Governing Multicultural Societies
6. Law, Civil Society and Public Service Delivery.

Module 2) (Development and Anti-Development) (topics 7-11) (30 lectures)

7. Ideas of Development: various concepts; ongoing theoretical debates and issues

8. Development and Democracy: theoretical and practical aspects; varied experiences; and approaches: modernization, dependency and underdevelopment; world systems theory; Marxist theory
9. Development, Anti-development, and post-development: problems of environment; labour; gender, poverty, and religious fundamentalism
10. Ideological issues of Development: liberalism, neo-liberalism and beyond liberalism.
11. Regional Development: South Asia

Paper 3b Public Policy and Nation-Building in India (60 lectures)

This paper prepares for developing specialized interest in and knowledge of the various approaches of development followed in India since independence and their impact on various sections of society, especially the socially underprivileged sections, various actors in development policy formulation, and the social, cultural and political context of such policy. Contending public policy debates in India are also taken up for in-depth study here.

Module 1 (Topics 1-5) (Models and Agents) (30 lectures)

1. Models of nation-building
2. Nehruvian model: public sector undertaking and development
3. Liberalization, Privatization and Globalization (LPG) model, and corporate governance
4. Civil society: cooperatives, NGOs, social action groups, and citizen bodies
5. Decentralization model: rural and urban, and rural-urban; service delivery and human rights

Module 2 (Topics 6-9) (Impact) (30 lectures)

6. Social Justice and empowerment provisions of the Constitution of India
7. Ongoing debates on positive discrimination and preferential policies
8. Policy impact on social exclusion and inclusion: social, economic and political
9. Globalization and Shifts in Social Policy: macro and micro level consequences

Criteria for Admission: Normally by an Admission Test

- Normally a Master's degree in law or social sciences (minimum cut off 50%) from an Indian University (or its equivalent abroad) is required.
- Applicants with no social science background but who have a first class degree are normally offered admission if they have work experience (at least 5 years) in the field of policy.
- For individuals working for the government in the capacity of policy makers or policy implementation (e. g. Members of All India Services, Central Civil Services and State Civil Services), the requirement of a post-graduate degree stands waived. The cut off percentage in the bachelors degree is 50%.

Residential Requirement: One year (Semesters 1 & 2)

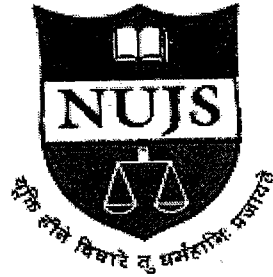
Faculty Requirements:

Faculty:

- Five Professors in Political Science/Government/Law with specialization in Political Sociology/ Public Administration and with research works on public policy areas.
- Three Associate Professors in Social Sciences (could be promoted from within the existing Faculty)
- Two positions of Assistant Professors in Social Sciences
- Existing pools of Faculty of the NUJS could also be utilized for the moment.
- External resource persons are to be invited to deliver lectures and teach on part-time basis.

Non-Teaching: One Assistant and one secretary with sufficient ability to assist the Centre Director/Professor and the Centre as a whole.

The West Bengal National University of Juridical Sciences



ADDITIONAL AGENDA NOTES FOR THE 35th
MEETING OF THE

EXECUTIVE COUNCIL

TO BE HELD ON 30th April 2011 AT 11:00 A.M.

AT DR.AMBEDKAR BHAVAN, SALT LAKE, KOLKATA

W.B National University of Juridical Sciences

Dr. Ambedkar Bhavan

Salt Lake, Kolkata

35th MEETING OF THE EXECUTIVE COUNCIL

30 th April , 2011 at 11:00 A.M.

Page No.

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| Additional Agenda Item No. 1 | Ratification of the minutes of the 57 th Finance Committee meeting dated 18/3/2011 | 1. |
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Any other matter with the permission of the Chair.

Additional Agenda Item no: 1

Ratification of the 57th Finance Committee meeting dated 18/3/2011.

The minutes of the 37th Meeting of the Standing Committee are enclosed in Annexure AA1A for ratification.

Submitted for directions.

THE W. B. NATIONAL UNIVERSITY OF JURIDICAL SCIENCES

Dr. Ambedkar Bhavan

Salt lake, Kolkata

**Minutes of the Fifty-seventh Meeting of the
Finance Committee**

The W.B. National University of Juridical Sciences

Held on 18 March 2011

At Dr. Ambedkar Bhavan, Salt lake, Kolkata.

The Fifty-seventh Meeting of the Finance Committee was held on 18 March 2011 in Dr. Ambedkar Bhavan, Salt Lake, Kolkata. The Following members were present:

1. Mr. Dipankar Gupta, Chairman
Sr. Advocate, Supreme Court of India, New Delhi
2. Prof. (Dr.) M. P. Singh, Member
Vice Chancellor, West Bengal National University of Juridical Sciences.
3. Mr. R. N. Dutta, Member
Kolkata

Dr. S. C. Mukhopadhyay, Registrar, WBNUJS was also present as Ex-Officio Secretary to the Committee.

Mr. Balai Chandra Ray, Advocate General, West Bengal, Member; Secretary to the Govt. of West Bengal, Judicial Department, Member; could not attend the meeting due to preoccupations.

The West Bengal National University of Juridical Sciences

Minutes of the 57 Meeting of the Finance Committee of WBNUJS held on 18 March 2011.

| Sl. No. | Agenda Item | Resolution | Remarks/Action Taken |
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| 1. | Confirmation of the minutes of the 56 Meeting of the Finance Committee held on 23 September 2010. | <p>The meeting started by welcoming the new Treasurer of the University, Mr.Dipankar P.Gupta and other members and acknowledging with thanks the services and guidance given by the preceding Treasurer of the University and other members of the Finance Committee.</p> <p>The Minutes of the 56 meeting of the Finance Committee held on 23 September 2010 were confirmed with the following observations: Agenda Item No: 2 should read as:</p> <p>“The matter arises out of the 55th meeting of the Finance Committee dated 9th September 2010.</p> <p>The University has been receiving requests from Data Entry Operators, Personal Assistant to the Vice Chancellor, Library Assistants, Attendants and Driver cum Attendants to re-fix their pay bands in terms of the report of the sixth pay commission.</p> <p>In this regard the Vice Chancellor had directed the committee formed for “Career Advancement and Organisation Study” comprising of Registrar(Ex Officio),Chairperson; Professor Sudhir Krishnaswamy, Member; Dr.A.K.Poddar,Member; and Mr.S.Guha , Member Secretary(formed on the resolution of the 29th meeting of the Executive Council dated :19/4/2009 ,Agenda Item no:6) to review the applications received from the University staff and prepare a report. The Committee had subsequently invited the then Accounts Officer Mr.S.K. Basu and also the current Accounts Officer Mr.G.Pal to the meeting. Accordingly, a report was prepared and placed along with a report on financial implications.</p> <p>The Finance Committee in its meeting dated 9/9/2010 recommended the pay revision as proposed by the “Career Advancement and Organisation Study” committee in terms of the Sixth Pay Commission report of the Government of India for the following categories of employees in the University w.e.f 1/1/2006 :</p> <p>1.PA to Vice Chancellor - PB II pay band (Rs.9300-34800 with Grade Pay of Rs.4200/-).</p> | |

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| | <p>2. (a) .Attendants - who have passed Tenth standard will be placed in PB I pay band(Rs. 5200- 20200/- and Grade Pay of Rs.1800) w.e.f 1/1/2006.The following are the names of the attendants who have passed Tenth standard:</p> <ul style="list-style-type: none"> • Mr.Ali Imam Siddiqui • Mr.Pradipto Saha • Mr.Siddheswar Mondal • Mr.Uttam Metya • Mr.Sukhen Biswas • Mr.Manik Mullick • Mr.Dev Bhushan Prasad Nag • Mr.Bires Bhattacharya • Mr.Rajesh Roy <p>(b).Attendants who have not passed Tenth standard will be placed in the pay band of Rs.4860-20200 with a Grade Pay of Rs.1300.Subsequently they will be given two months retraining in their respective departments keeping in view the specific needs of the department with reference to multi-skilling and after satisfactory certification from the respective department/section in charge they will be placed in PB I pay band (Rs.5200-20200/- and Grade Pay of Rs.1800/-).The following are the names of attendants who have not passed Tenth standard:</p> <ul style="list-style-type: none"> • Mr.Bipul Biswas • Mr.Santanu Dey • Mr.Sufal Biswas • Mr.Subrata Thakur. <p>3. Driver cum Attendants - PB I pay band(Rs.5200- 20200/- and Grade pay of Rs.1900/-)</p> <p>In regard to the revision of pay for Data Entry Operators and Accountant the Finance Committee referred the matter to Ms.Nita Nandy,Joint Secretary, Finance Department, Government of West Bengal requesting her for a report on the applicable pay band for Data Entry Operators and Accountant in terms of the pay scales/bands given to Data Entry Operators and Accountant in (i) Government of India;(ii)Government of West Bengal and (iii) High Court of Calcutta.</p> <p>The University had verbally approached Ms.Nandy regarding the matter ,she has verbally conveyed that the matter needs to be taken up by the Judicial Department, Government of West Bengal. Accordingly, the University has written to the Judicial Department, Government of West Bengal.The University has received another letter from the Data Entry Operators regarding re-fixation of their pay which was placed. A letter received from the Government of West Bengal was also placed.</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee after deliberations recommended the pay revision as proposed by the "Career Advancement and Organisation Study" committee in terms of the Sixth Pay Commission report of the Government of India for Data Entry Operators and Accountant in the University w.e.f 1/1/2006 :</p> <p>1. Accountant - PB II pay band (Rs.9300-34800 with Grade Pay of Rs.4200/-).</p> | |
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| 2. | Tender | <p>2. Data Entry Operators – PB II pay band(Rs.9300-34800 with Grade Pay of Rs.4200/-).”</p> <p>In regard to Agenda Item No:3; the Finance Committee noted that the amount of Rs.21 Lakhs has already been replenished back to the University Fund from the CLAT Account.</p> <p>The matter arises out of the 34th meeting of the Standing Committee dated : 19/9/2009.The validity of the current tenders for the following items expired on 31/12/2009;however they were given an extension for a year at the existing approved rates:</p> <ul style="list-style-type: none"> • House Keeping Services • Pest Control Services • Security Services. • Kitchen Equipment Maintenance Services.(Hostel Mess) <p>As per standard practice, the University placed advertisements in the (a.) The Statesman, Kolkata and (b). Ananda Bazar Patrika, Kolkata inviting tenders for the abovementioned services. In addition to the above services, the University also invited tenders for the sub station maintenance.</p> <p>Accordingly, the comments of the Tender Committee formed by the Vice Chancellor and the details of the tenders received for each of the above items were placed. The matter was placed in the Executive Council meeting dated 8/1/2011 and the Executive Council accepted the recommendation of the ‘Tender Committee’ w.e.f 1/1/2011 subject to recommendation of the Finance Committee.</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee accepted the recommendation of the ‘Tender Committee’ w.e.f 1/1/2011.</p> | |
| 3 | Extra Work to be undertaken in the University auditorium | <p>The matter arises out of the 52 meeting of the Finance Committee dated 9/1/2010.</p> <p>The University received a letter from M/s.Polaris the University architectural consultant for the University auditorium in regard to extra work done by them for the completion of the auditorium before the third convocation of the University which was held during February 2009.M/s. Polaris has already done extra work of Rs. 575134/-(Approx) in the University auditorium through M/s.Curtain Centre. They also propose to do other additional extra work of Rs.702157/-.The Finance Committee had requested Mr.R.N.Dutta, Member, Executive Council to give a report of the extra work done in the auditorium and then the proposal would be</p> | |

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| 4. | Hiring of the University Auditorium by outsiders | <p>considered. The University Visiting Engineer after inspection and discussion with Mr.Rathin Dutta, Member, Executive Council has given a report along with the bill received from M/s.Curtain Centre for the extra work already done by them. The report was placed. The matter was placed in the Executive Council meeting dated 8/1/2011 and the Executive Council accepted the proposal subject to the recommendation of the Finance Committee.</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee accepted the proposal in terms of the report of the University Engineer .</p> <p>The University has been receiving requests from various organizations for use of the University auditorium.</p> <p>In this regard the University proposes to rent out the auditorium to other organizations for academic programmes. The current rates prevailing in other auditoriums in the city are :</p> <ol style="list-style-type: none"> a. Shah Institute of Nuclear Physics Auditorium(485 seats) - Rs.40000/- for 8 hours and Rs.5000/- per hour for additional hours. b. EZCC, Salt Lake auditorium – Rs.15000/- for every 4 hours booking and a refundable security deposit of Rs7500/- for every four hours.(900 seats). c. EZCC, Salt Lake (100 Seats) – Rs.2500/- for every 4 hours and a refundable deposit of Rs.1000/- for every four hours. d. Science City Auditorium, Kolkata(2200 seats): <ol style="list-style-type: none"> i. Rs.45000/- for a booking slot of 9:00 am to 3:00pm ii. Rs.50000/- for a booking slot between 4:00pm to 10:00pm. iii. Rs.95000/- for a booking from 9:00am to 10:00pm(whole day) iv. Rs.60000/- for a 9:00 am to 3:00pm slot on Saturday / Sunday. v. Rs.70000/- for a 4: 00pm to 10:00pm slot on Saturday/Sunday vi. Rs.130000/- for a whole day booking on Saturday/Sunday. e. Science City Auditorium (390 seats): Rs.8000/- for every four hours and Rs.2000/- for every additional hour. f. WBSEB, R.N.Chowdhury auditorium(450 seats) : Rs.8000/- for every four hours and Rs.2000/- for every extra hour. Rs.2500/- as a refundable security deposit. g. Pollution Control Board Auditorium at Paribesh Bhavan(155 seats) - Rs.5000/- for every 8 hours on weekdays and Rs.8000/- for every 8 hours on Saturday/Sunday. Rs.1000/- as a refundable security deposit <p>The Executive Council in its meeting dated 8/1/2011 directed that the University may allow hiring of its auditorium to outsiders(educational institutes, renowned institutes, organizations, etc) for conducting academic programmes only at a charge of Rs.30000/- per day basis. The users should ensure that the auditorium is cleaned up after use and security of the equipments, etc in the auditorium should also be ensured. It also directed that the recommendation of the Finance Committee may be taken.</p> | |
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| | | <p><u>RESOLUTION</u></p> <p>The Finance Committee accepted the proposal for hiring of the University auditorium to outsiders (educational institutes, renowned institutes, organizations, etc) for conducting academic programmes only at a charge of Rs.30000/- per day basis(8 Hour basis). The users should ensure that the auditorium is cleaned up after use and security of the equipments, etc in the auditorium should also be ensured. In regard to cleaning and proper maintenance of the auditorium by the outside users the Finance Committee directed that the University should charge a refundable deposit of Rs.5000/- from its users which may be refunded back to them subject to fulfillment of the terms and conditions imposed by the University.</p> | |
| 5. | <p>Proposal for release of enhanced Dearness Allowance w.e.f.01.07.2010</p> | <p>The Government of India ,Ministry of Finance, Department of Expenditure in their O.M.No.1(6)/2010-E-II(B) dated,New Delhi,the 22nd September 2010 have announced for the release of another installment of Dearness Allowance to all Central Government Employees raising its existing rate from 35% to 45% and that will take effect from July,2010.In the event of its approval for release of enhanced rate(45%)of DA to all NUJS employees with retrospective effect from 01.07.10,the extra involvement of fund for payment of arrears is of Rs.1.46 Lakhs(Approximately)per month; which is accommodated in the approved budget estimates of 2010-2011 under the head, "Salaries and Allowances".The matter was placed in the Executive Council meeting dated 8/1/2011 and the Executive Council accepted the proposal subject to the recommendation of the Finance Committee.</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee accepted the proposal for enhancement of D.A. to all University employees w.e.f 1/7/2010.</p> | |
| 6. | <p>Reinvestment of Matured Funds in GOI Bonds and Term Deposit</p> | <p>The University has to receive Rs.11,60,000(Rupees Eleven Lacs Sixty Thousand)towards maturity of NUJS G.S.Endowment Fund, Rs.12,80,000(Rupees Twelve Lacs Eighty Thousand)towards maturity of NUJS Scholarship Fund, Rs.9,00,000(Rupees Nine Lacs)towards maturity of NUJS D D Basu Lecture Fund,Rs.3,00,000(Rupees Three Lacs)towards maturity of NUJS NRMM Endowment Fund,Rs.3,00,000(Rupees Three Lacs)towards maturity of NUJS K C Basu Lecture Fund during the month of January 2011 from RBI and Rs.1,03,07,718(Rupees One Crore Three Lacs Seven Thousand Seven Hundred Eighteen)towards maturity of NUJS Campus Development Fund from Corporation bank, NUJS br. on 06.01.2011.</p> | |

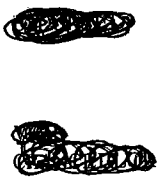
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| | | <p>It is proposed that all the matured amount may be reinvested.</p> <p>The matter was placed in the Executive Council meeting dated 8/1/2011 and the Executive Council referred the proposal to the Finance Committee with the direction that University should explore the possibility of re-investment of the matured amounts at around 9% or higher as per prevailing market rates.</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee noted that the University has already invested most of the amounts at 9% and a single investment has been made at 9.25% interest. It directed the University in view of a proposal received from Allahabad Bank of 10.25% , to review all its recently made investments and also future investments after obtaining comparative rates from nationalized banks. The University should do all reinvestments at the best interest rates obtained from nationalized banks.</p> <p>The University has received an application from Mr.N.Dam, Campus Supervisor requesting for up gradation of his pay band to Rs.7450-11500 from Rs.6500- 200-10500 in PB-2 pay band of Rs.9300- 34800 (with a Grade Pay of Rs.4600/-).Mr.Dam is currently placed in Rs.6500-200-10500 scale in PB -2 pay band of Rs.9300-34800(with a Grade Pay of Rs.4600/-)Shri N.Dam was originally appointed as an Office Assistant on adhoc basis from 29/5/2000 and then appointed as a Technical Assistant in the pay scale of Rs.5500-175-9000 w.e.f. 1/4/2003.Subsequently, the University created a post of Campus Supervisor in the pay scale of Rs.6500-200-10500(pre revised). Mr. Dam was accordingly appointed as a Campus Supervisor w.e.f 18/9/2006.Mr.Dam was placed in the Pay Band of Rs.9300- 34800 (with a Grade Pay of Rs.4200/-).Subsequently, Mr.Dam wrote to the University requesting for a higher grade pay on the basis of functional aspects i.e . higher responsibilities. Accordingly, Mr.Dam was given higher grade pay of Rs.4600/- as per the resolution of the Finance Committee and Standing Committee on 9/1/2010.Mr.Dam's report was referred to the Career Advancement Scheme Committee(CAS) comprising of the Registrar, Prof.Sudhir Krishnaswamy ,Dr.A.K.Poddar and Mr.S.Guha. The committee also invited the University Visiting Engineer ,Mr.B.K.Guha Roy and Mr.G.Pal ,the Accounts Officer to the meeting. Accordingly, their report was placed.The University proposes to fix the pay of Mr.N.Dam in the pay of Rs.7450-11500 from his current pay of Rs.6500-200-10500 in PB2 pay band of Rs.9300-34800.The matter was placed in the Executive Council meeting dated 8/1/2011 and the Executive Council accepted the proposal subject to the recommendation of the</p> | |
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7.

Request of Mr.N.Dam ,Campus Supervisor for enhancement of pay as per the sixth pay commission report.

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| | | <p>Finance Committee.</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee accepted the proposal of the "Career Advancement Scheme" committee for fixing the pay of Mr.N.Dam in the pay of Rs.7450-11500 from his current pay of Rs.6500-200-105000 in PB2 pay band of Rs.9300-34800 without precedent;w.e.f.1/1/2006.</p> | |
| 8. | Request of Library Assistants for their enhancement of pay . | <p>The University has been receiving requests from the Library Assistants for enhancement of their pay from PB 1 pay of Rs. 5200-20200 with GP of Rs.2400/- to PB2 pay of Rs.9300-43800 with a GP of Rs. 4200/-.Subsequently, their applications were placed in a committee formed by the Vice Chancellor consisting of Dr.A.K.Poddar,Dr.V.K.Thomas and Mr.S.Guha. Their report was placed.The University proposes to fix the pay of the existing Library Assistants in PB2 pay of Rs.9300- 34800 with a GP of Rs.4200/- similar to the pay fixation of the Data Entry Operators in the University. The matter was placed in the Executive Council meeting dated 8/1/2011 and the Executive Council accepted the proposal subject to the recommendation of the Finance Committee.</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee accepted the pay revision as proposed by the committee for Library Assistants in the University w.e.f 1/1/2006 :</p> <ol style="list-style-type: none"> 1. Library Assistants - PB II pay band (Rs.9300-34800 with Grade Pay of Rs.4200/-). | |
| 9. | Report on National Knowledge Network(NKN) | <p>The University has received a proposal from the Joint Secretary ,Ministry of HRD, regarding connectivity to NKN(National Knowledge Network)with the aim of fostering e-connection to tap educational resources. If implemented the University might benefit to a large extent by sharing e-data and expertise of other institutions of National and International repute. The University will have to pay Rs.50 to Rs.60 Lakhs(Approx) for this connectivity. The Academic Council has accepted the proposal. The matter was placed in the Executive Council meeting dated 8/1/2011 and the Executive Council referred the matter to the Finance Committee .</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee accepted the proposal in principle and directed that the University should form a committee consisting of Dr.S.C.Mukhopadhyay,Registrar and Dr.V.K.Thomas, University Librarian. The Finance Committee requested the committee to prepare a report in regard to the proposal received from National Knowledge Network vis a vis the work being done by M/s.Ernet India in regard to the University Campus networking.</p> | |

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| 10. | Enhancement of Gratuity Ceiling from Rs.3.5 Lakhs to Rs.10 Lakhs | <p>Pension and group schemes Dept. of LIC has sent a letter received in our office on 4th January 2011 with regard to enhancement of gratuity from Rs.3.5 Lakhs to Rs.10 Lakhs .The matter was placed in the Executive Council meeting dated 8/1/2011 and the Executive Council accepted the proposal subject to the recommendation of the Finance Committee.</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee noted that the University will have to pay a premium of Rs.32.65 Lakhs(Approx) for implementing the proposal of enhancement of gratuity from Rs.3.5. Lakhs to Rs. 10 Lakhs .In this regard it directed that the University should take the following steps:</p> <ol style="list-style-type: none"> Request LIC to revise/subsidise the premium charged in terms of an educational organisation(non profit making). Request LIC for allowing the University to make the payment in instalments without interest. The University should also write to all the Law Universities and State Universities inquiring about the system of gratuity being paid by them to their employees. | |
| 11. | Tender renewal and advertisement | <p>The validity of the current tenders for the following items has expired on 31/1/2011:</p> <ol style="list-style-type: none"> General Order Supply Printing and Binding Photocopy Services. Computer Maintenance Services. <p>The University has renewed the contracts for a further period of six months under the same terms and conditions and as per standard practice, the University proposes to place an advertisement in the (a.) The Statesman, Kolkata and (b). Ananda Bazar Patrika, Kolkata inviting tenders for the abovementioned services. The University may also place the advertisement on the University website.</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee accepted the proposal for renewal of the existing tenders subsequent to their respective date of expiry for a further period of six months.It also directed the University to place the advertisement for fresh tenders as proposed.</p> | |

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| AA1 | <p><u>ADDITIONAL AGENDA</u></p> <p>Reinvestment of Matured Funds in Term Deposit</p> | <p>The University has to receive Rs.20,00,000.00(Rupees Twenty lakhs only)towards maturity of WBNUJS Campus Development Fund ,Rs.1,60,00,000.00(Rupees One Crore Sixty Lakhs only)towards maturity of WBNUJS Depreciation Fund during the month of March 2011 from State Bank of India, Manicktolla Branch, Rs.75000.00(Rupeess Seventy Five thousand only)towards maturity of WBNUJS Gold Medal Fund from GOI Bond during the month of April 2011.</p> <p>It is proposed that all matured amount may be reinvested.</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee noted that the University has already invested some earlier matured amounts at 9% and a single investment at 9.25% interest. It directed the University in view of a proposal received from Allahabad Bank of 10.25% , to review all its recently made investments and also future investments after obtaining comparative rates from nationalized banks. The University should do all reinvestments at the best interest rates obtained from nationalized banks.</p> |  |
| AA2 | <p>Reinvestment of Matured Fund in GOI Bond.</p> | <p>The University has to receive Rs.1.09,35000.00(Rupees One Crore nine lakhs thirty five thousand only)towards maturity of GOI Bond for WBNUJS Ford Chair on Human Rights and Citizenship Studies fund during the month of April 2011(13/4/2011) from ICICI Bank It is proposed that the matured amount may be reinvested.</p> <p><u>RESOLUTION</u></p> <p>The Finance Committee noted that the University has already invested some earlier matured amounts at 9% and a single investment at 9.25% interest. It directed the University in view of a proposal received from Allahabad Bank of 10.25% , to review all its recently made investments and also future investments after obtaining comparative rates from nationalized banks. The University should do all reinvestments at the best interest rates obtained from nationalized banks.</p> | |

| Sl. No. | Agenda Item | Resolution | Remarks/Action Taken |
|---------|---|---|----------------------|
| A. | <p><u>OTHER MATTERS WITH THE PERMISSION OF THE CHAIR</u></p> <p>Financial Powers of the Vice Chancellor.</p> | <p><u>RESOLUTION</u></p> <p>It was decided that the University may write to other national law universities and State Universities in regard to the financial powers given to the Vice Chancellor of these Universities.</p> | |