

**AGENDA FOR THE 29TH SPECIAL MEETING OF THE BOARD OF
GOVERNORS TO BE HELD ON 2ND JANUARY, 2014
AT NEW DELHI**

**ITEM NO B.29.1 TO CONSIDER AMENDMENT IN THE CRITERIA TO ASSESS
SUITABILITY OF THE CANDIDATES FOR PROMOTION AS
PROFESSOR UNDER CAREER ADVANCEMENT SCHEME**

The AICTE had issued Career Advancement Scheme for teachers vide their Notification No. dated 05.03.2010. The scheme was adopted by the institute with the approval of the Board of Governors accorded in their 17th meeting (vide item No.B.17.3.2) held on 28.7.2010.

Subsequently, the Govt. of India, Ministry of Human Resource Development vide letter F.No.4-1/2012.TS.IV Vol. IV dated 8th January, 2013 forwarded therewith a copy of Gazette notification issued by All India Council for Technical Education (Career Advancement Scheme for the teachers and other academic staff in technical institutions) (Degree) Regulations 2012. Based on this scheme, institute prepared guidelines to be followed for promotion of faculty under Career Advancement Scheme which were approved by the Board of Governors in its 27th meeting (vide item No. B 27.5.7) held on 26.04.2013. The Board of Governors in the said meeting had also approved as under :

The Scheme to be implemented from the date of AICTE gazette notification i.e. November 08, 2012 or approval of Board of Governors whichever is later.

Faculty members who are eligible prior to this notification may be considered as per criteria applicable in the institute on that day. Faculty members who become eligible after the date of Gazette notification, their cases are to be dealt as per the guidelines of AICTE gazette notification dated 8th November, 2012. Their performance will be based on PBAS submitted by the individual. For this purpose API has been framed covering various activities of the institute for judging the performance of individuals.

Faculty members need to offer themselves for assessment, if they fulfill the minimum API scores by submitting an application and the required PBAS proforma.

In this regard it is stated that following criteria was applicable for assessing suitability of the candidates for promotion under Career advancement Scheme prior to notification dated 8th November 2012

Sr. No.	Aspect	Weightage
1.	Performance of the candidate as reflected in his/her Annual Confidential Reports for the last five years	25 marks
2.	Teaching, design of new courses/curricula, contribution in extension services, outreach activities and consultancy/internal resource generation	15 marks
3.	Research Contribution and books, articles etc. published (At least four papers in journals)	10 marks
4.	Seminar and Conferences attended (At least four Seminars/Conferences at National/International level) or must have attended Summer/Winter School/Fellowship programmes/Short Term Courses of a total of four weeks	10 marks
5.	Development of course material, monographs, modules, manuals and video films etc.	10 marks
6.	Organizing/participating in Continuing Education Programmes	05 marks
7.	Any other academic contributions including academic input provided to MHRD/AICTE/States	05 marks
8.	The interaction of the selection Committee with the candidate for assessing subject matter knowledge, proficiency in soft skills, personality etc.	20 marks
	Total	100 marks

The Board of Governors had also approved that the institute may brief the selection committee prior to the interviews regarding the above procedure. The Selection committee may be requested to assess the candidates suitability by awarding marks to him/her for the aspects mentioned above. Candidate who secures 60 marks in Sr. No.1 to 7 and overall minimum 70 marks including interview may be granted benefit of the scheme.

The Institute had fixed selection committee meetings on 29th November, 2013 for considering promotion of eligible faculty members under Career Advancement Scheme as per the above criteria. But at the time of selection committee meeting(s), the Chairman, of the selection committee made an observation which is as under:

It was observed that marks under various heading (other than interview) had been allocated by an internal scrutiny committee (to assist the selection committees). A study of these marks indicated that some candidates might receive marks more than or very near to 70 out of 80 in the 7 Aspect approved by the BOG (excluding

interview). Such candidates would automatically have to be given 'grant of benefit of the scheme' (as per decision of the BOG) even without the marks to be given out of 20 in the Interview by the Selection Committee. This would make the role of the Selection Committee as being 'not relevant'.

It is requested that Director NITTTR may bring this anomaly to the notice of the BOG and seek guidance / directions on the minimum marks which must be obtained by a candidate in the interview (out of 20 marks) to be considered fit for promotion (recommended level is 10 marks). This would ensure that the role of the selection committee remains relevant.

Accordingly interviews were postponed. The Board of Governors may kindly see the observations and advise in the matter.

THE BOARD OF GOVERNORS MAY KINDLY CONSIDER AND ADVISE

ITEM NO B.29.2 TO CONSIDER RELEASE OF GRATUITY OF DR. KM RASTOGI

Dr.KM Rastogi, Ex Professor NITTTR, Chandigarh, who joined service prior to 01.01.2004 and was earlier being governed under CPF scheme, had opted/shifted to New Pension Scheme (NPS) applicable since 1.1.2004. He retired on superannuation after attaining the age of 65 years on 31.3.2012. His CPF balance alongwith Institute's contribution (Employer's share) upto 31.12.2003(i.e. the period prior to start of NPS in 01.01.2004) has also been remitted to Central Recordkeeping Agency as per the directions of the PFRDA, New Delhi vide PFRDA letter dated 26.3.2012 and 27.4.2012.

The Govt. of India, Ministry of Finance vide letter F.No.1(7)(2)/2003/TA/245 dated 21.04.2004(copy enclosed) had issued clarification that the matter regarding admissibility of retirement Gratuity had been taken up with the concerned Ministry and reply was awaited . The position is not clear for those employees who had joined service prior to 01.01.2004 and were governed under CPF scheme (where retirement Gratuity was admissible) but opted to shift to NPS. Further as per Press Information Bureau, Government of India, Ministry of Finance, the benefit of death cum retirement gratuity is paid under New Pension System(NPS) as it is paid under the old pension scheme. A copy of press information is enclosed as **Annexure - I**.

In view of the above letter dated 21.4.2004, the institute referred the case to the Ministry vide letter No.NITTTR/BG&ITA/NPS/7815 dated 17.05.2012 requesting that the matter may please be looked into and clarification in regard to admissibility of retirement Gratuity to Dr.KM Rastogi be sent.

The matter was taken up in the 26th meeting (vide item No.B 26.4.9) of Board of Governors held on 27.11.2012. The Board of Governors had resolved as under:

"The Board of Governors directed that the matter may be taken up with PFRDA, New Delhi regarding the benefits under New Pension Scheme (2004)".

In compliance of above decision, the team of two officers of this Institute (1) Dr. JS Saini, Professor & Head Rural Development and (2) Shri PP Kaushik, Accounts were deputed to visit PRDFA office, New Delhi to seek clarification on the issue.

The above Officers visited PFRDA Office, New Delhi on January 28, 2013 to seek clarification on New Pension Scheme (NPS) related issues. After discussions with the officials of PFRDA, New Delhi the team has submitted its report on February 1, 2013 (copy enclosed as **Annexure - II**). The report of the team with regard to retirement gratuity is as follows:

It is clarified that the NPS needs not be linked with payment. The payment of retirement Gratuity is either governed by the payment of gratuity Act or notifications issued by the Government from time to time. Hence, there is no logic in linking of retirement gratuity of superannuating employees with the NPS.

In the light of above report the institute again referred the matter to Govt. of India vide letter No.NITTTTR/Admn/E-1/ 36553 dated 21.2.2013 to clarify the admissibility of retirement gratuity to Dr.KM Rastogi but till date no reply has been received from the Ministry. The institute has sent another reminder on the issue to the Ministry on 12.12.2013.

The matter was again discussed in the 28th meeting of Board of Governors held on 01.10.2013. During discussion, the members of the Board of Governors were of the view that the Gratuity of Dr.KM Rastogi may be released after taking an undertaking from him

Since Dr.KM Rastogi is pressing hard for the release of his gratuity, it is proposed that the payment of gratuity to Dr.KM Rastogi may be released after taking an undertaking in the form of bank gurantee/affidavit duly attested by the 1st class Magistrate.

THE BOARD OF GOVERNORS MAY KINDLY CONSIDER AND APPROVE