

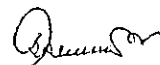
MOTILAL NEHRU NATIONAL INSTITUTE OF TECHNOLOGY

Allahabad- 211004

Minutes of the 22nd meeting of the Board of Governors held on January 27, 2010 at 11:00 AM in the Conference Room at MNNIT, Allahabad.

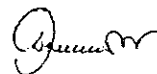
The following members of the Board of Governors attended the meeting:

1. Shri N. D. Gupta Chairman
B-4, Gulmohar Park
New Delhi
2. Sri M.P. Garg Member
Tower-C, Flat No. 101
Pearl Gateway Towers,
Sector-44,
Noida
3. Sri Sanjiv S. Kashalkar Member
(Nominee of Director, IIT Kanpur)
Registrar, Indian Institute of Technology,
Kanpur
4. Prof. Krishna Kant Member
Professor,
Department of Computer Sc. & Engg.
MNNIT, Allahabad
5. Dr. R.K. Tripathi Member
Assistant Professor,
Department of Electrical Engineering
MNNIT, Allahabad
6. Prof. Arun B. Samaddar Member Secretary
Director,
MNNIT, Allahabad



Following members were granted leave of absence:-

1. Secretary,
Technical Education,
Government of Uttar Pradesh
Vidhan Bhawan, Lucknow Member
2. Joint Secretary (T),
Government of India
Ministry of Human Resource Development
(Deptt. of Higher Education)
New Delhi Member
3. Financial Advisor
Integrated Finance Division
Government of India
Ministry of Human Resource Development
(Deptt. of Higher Education)
New Delhi Member
4. ~~Prof. Dev Vrat Singh~~
Adviser (M&T)
All India Council for Technical Education,
7th Floor, Chandralok Building, Janpath
New Delhi Member
5. Prof. Sureshwar Sharma
Member UGC, Former Vice-Chancellor,
Rani Durgawati Vishwavidyala,
"Udyachal", 1881 Gupteshwar
Jabalpur Member
6. Dr. Vivek Man Singh
Country Manager
DELL Product Group
No.12-1,12-29,13-29, Diyvasree Greens
Varthur Hobli, Banglore Member
7. Sri Sanjay Gupta
Editor, Dainik Jagran
501, INS Building, Rafi Marg
New Delhi Member



- 22.01: To confirm the minutes of the 21st meeting of the Board of Governors held on 26.06.2009.**

The Board of Governors confirmed the minutes of its 21st meeting held on 12.12.2009 at the office of the Chairman, Board of Governors, MNNIT, Allahabad as circulated with correction in the Resolution No. 21.02 (a), where the date of Preliminary Meeting of the Audit Committee be read as 22.07.2009 in place of 23.07.2009.

- 22.02: To consider the recommendations of the 18th meeting of the Finance Committee scheduled to be held on 27.01.2010.**

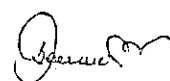
The Board of Governors considered the recommendations of the 18th meeting of the Finance Committee held on 27.01.2010 and approved the same.

- 22.03: To consider the recommendations of the Sub-committee constituted by the Board of Governors in its 21st meeting held on 12.12.2009.**

The Board of Governors considered the recommendations of its Sub-committee constituted in its 21st meeting held on 12.12.2009, and resolved to accept the same with some modifications. After incorporating modifications, the recommendations of the Sub-committee as adopted by the Board of Governors for implementation are as follows:

- (a) Relaxation of norms for reconsideration by the Selection Committee after a period of two years:**

All the faculty members who had appeared before the Selection Committee for promotion under CAS, in the selection process held during October 2007 and January 2009, and were not found fit by the Selection Committee, may be allowed to appear for CAS selection process relaxing the norms of restriction of two years for reappearing in the next CAS Selection Process. This relaxation will also be counted while deciding the date of eligibility. This relaxation will be one time as a special case not to be quoted in future and will be applicable to only those who had/have appeared in the CAS selection process held during October 2007 and January 2009.



Such eligible candidates who did not apply or appear for CAS selection process held during October 2007 and January 2009 are automatically eligible.

The Board of Governors desired that it would be better if the CAS interviews are held after six months from the previous selection process, but in any case the duration between two CAS interviews should not be more than twelve months, except in cases of exigencies.

The Board of Governors further resolved that a proposal may be sent to MHRD for relaxing the norm that a candidate becomes eligible for reconsideration for selection for CAS only after two years of he/she being not found fit by the CAS selection committee.

(b) M.Tech./Ph.D. Increments:

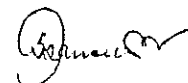
All the lecturers who were appointed during the period, when the Institute became NIT and upto 31.12.2005 may be granted M.Tech./Ph.D. increments as per rules, if not granted already. These increments may be given to such lecturers on notionally on 31.12.2005, so that they get the benefit of the same in revision of pay as per Sixth CPC, and further by doing so there will be no payment of arrears on account of this prior to 01.01.2006. Further, all the lecturers, who were appointed on or after 01.01.2006 may be given M.Tech./Ph.D. increments as per 6th CPC recommendations notified by MHRD, GOI.

(c) Withholding of increment during the QIP Leave:

The faculty members granted QIP leave may be given annual increments as usual up to a period of 05 years from the date of commencement of leave. In case, such a faculty member fails to submit Ph.D. degree by the end of five years, his/her future increments will be withheld with non cumulative effect, till he/she submits Ph.D. degree. These provisions may be made applicable to all such faculty members who may be currently pursuing Ph.D. under QIP or might undertake the Ph.D. programme under QIP in future.

(d) Appointment of non Ph.D. candidates as Lecturer on contract:

The services of all such Lecturers who are appointed on contract basis even though not having Ph.D. may be regularised from the initial date of joining the post subject to acquiring Ph.D. during the contract period including the extended period of two years i.e. total five years.



(e) Incentives for Ph.D./M.Tech. and other higher qualifications:

In accordance to MHRD letter No. 1-32/2006-U.II/U.1(i); dated 31st December, 2008, faculty members may be granted incentives for acquiring higher qualifications in the following manner:

- (i) Lecturers appointed so far on or after 01.01.2006 possessing Ph.D. degree at the time of recruitment may be granted seven non-compounded advance increments with effect from 01.09.2008.
 - (ii) Lecturers appointed on or after 01.01.2006 possessing M.E./M.Tech. degree at the time of recruitment may be granted two non-compounded advance increments with effect from 01.09.2008. This will also be applicable to the lecturers appointed so far on contract basis.
 - (iii) Three non-compounded advance increments may be given to the existing Lecturers w.e.f. 01.09.2008, who have acquired the Ph.D. degree after the coming into force of this scheme i.e. 01.01.2006.
 - (iv) One advance increment may be given to the existing Lecturers w.e.f. 01.09.2008, who have acquired the M.Tech. degree after the coming into force of this scheme i.e. 01.01.2006.
- (f) Upward movement of Lecturers in the Grade Pay of Rs.7000/- and Rs.8000/- in reference to para 2 and 2(b) (i), (ii) of MHRD letter F.No.23-1/2008-TS.II, dated 18th August, 2008.**

- (i) Lecturers possessing the Ph.D. degree and completed three years of regular service in the Grade pay of Rs.6000/- w.e.f. 01.01.2006 may be placed in Grade Pay of Rs.7000/- w.e.f. 01.01.2009. In other words, lecturers in Grade Pay of Rs.6000/- and acquiring Ph.D. degree at any time during 01.01.2006 to 31.12.2008 may be placed in the Grade Pay of Rs.7000/- w.e.f. 01.01.2009.

Lecturers with Ph.D. completing three years in Grade Pay of Rs.6000/- after 01.01.2009 will be placed in the Grade Pay of Rs.7000/- on completion of three years in the Grade Pay of Rs.6000/-.

- (ii) Lecturers possessing the M.Tech./M.Phil. degree and completing five years of regular service in the Grade pay of Rs.6000/- w.e.f. 01.01.2006 may be placed in Grade Pay of



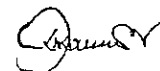
Rs.7000/- on completion of five years period w.e.f. 01.01.2006.

- (iii) Lecturers possessing the B.Tech. degree and completing six years of regular service in the Grade pay of Rs.6000/- w.e.f. 01.01.2006 may be placed in Grade pay of Rs.7000/- on completion of six years period w.e.f. 01.01.2006.
- (iv) Lecturers (Senior Scale) possessing the Ph.D. degree and completed three years of regular service in the Grade pay of Rs.7000/- w.e.f. 01.01.2006 may be placed in Grade Pay of Rs.8000/- w.e.f. 01.01.2009. Lecturers (Senior Scale) possessing Ph.D. degree completing three years in Grade Pay of Rs.7000/- after 01.01.2009 will be placed in the Grade Pay of Rs.8000/- on completion of three years period in the Grade Pay of Rs.7000/-.
- (v) Pay of all such faculty members entitled for up-gradation of Grade Pay from Rs.6000/- to Rs.7000/- and from Rs.7000/- to Rs.8000/- will be fixed by granting one increment @3% on the revised basic pay and the difference of Grade Pay i.e. Rs.1000/- (=7000-6000 or 8000-7000) from the date of placing in the higher Grade Pay on or after 01.01.2009.
- (vi) The provisions mentioned above from para (f) (i) to (v) will not be applicable to all those faculty members who have been promoted under CAS between 01.01.2006 and 01.01.2009.

(g) Placement of Professors in the higher Grade Pay of Rs.12000/-

For purpose of placing the Professors completing 6 years of service as Professor on 01.01.2006 or later, in the higher Grade Pay of Rs.12000/-; the committee recommends that a separate committee may be constituted by the Board of Governors, which may suggest the criterion and procedure to be adopted for placing of such professors in the higher Grade Pay of Rs.12000/-. It was resolved that the Chairman, Board of Governors will constitute such a committee.

After incorporating the amendments at para 3 (e), (f), and (g) above, the guidelines for revision of pay of faculty members in accordance with the Sixth Pay Commission notified by the MHRD, GOI vide letter No.F.No.23-1/2008-TS-II, dated 18th August 2009, will be as per the Annexure-A.



(h) Grant of Super-time Scale of Professors:

A section amongst the Professors had indicated that the contents of letter dated 23.07.2008 of MHRD contained a scheme for grant of super – time scale of professors. A copy of the said letter of MHRD is placed as Annexure-B. The committee examined the letter and has found that there is in fact no scheme for grant of Super-time scale to professors in the said letter. Accordingly no further recommendations are warranted. The Institute may follow up the matter with the MHRD for further clarification.

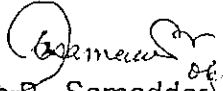
(i) Counting of Services rendered elsewhere for fixation of pay and other benefits:

As per Institute norms the length of service rendered elsewhere is counted for purposes of pay fixation and superannuation benefits but the same is subject to the conditions relevant for the purpose. The requests for counting of service for grant of higher Pay-Band and AGP was considered by the committee and it was recommended that the length of service rendered at the Institute alone be counted for grant of higher Pay Band and AGP as per relevant rules. In this connection the provisions of Office Order No.611/Estt.1 dated August 12,2009 were also referred. However, as and when, in future the revised LPC is received, the Institute will consider grant of fresh pay fixation and related benefits.

(j) Consideration of representation of Dr. Rakesh Narain Prof. Deptt. of Mechnics Engineering Dr. S.N. Pandey Lecturer (Sr. Scale), Deptt. of Mathematics and Dr. Arvidn Agrawal, Lecturer (Sr. Scale) Deptt. of Physics.

The Board of Governors resolved that the Institute may put up a detailed note in respect of the representations of Dr. Rakesh Narain, Dr. S.N. Pandey and Dr. Arvind Agrawal in the next meeting of the Board of Governors for consideration.

The meeting ended with a vote of thanks to the Chair.


(Arun B. Samaddar) 02/02/10
Director
Member Secretary

Approved

(N.D. Gupta)
Chairman
Board of Governors

Motilal Nehru National Institute of Technology Allahabad

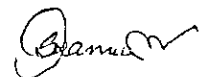
Guidelines for Fixation of Pay of faculty members in MNNIT

Following may be the broad guidelines for fixation of pay of teachers in the Institute alongwith the guidelines contained in the following documents may be followed:

1. MHRD, Govt. of India, Letter F.No.23-1/2008.TS-III dated 18th August 2009.
2. MHRD, Govt. of India letter No.1-32/2006-U.II/U.I.(i) dated 31st December 2008
3. MHRD, Govt. of India letter F.No.3-1/2009-U.I. dated 4th June, 2009.
4. Central Civil Services (Revised pay) Rules 2008, notified by Ministry of Finance vide G.S.R. No. 622(WE) dated 29th August 2008.

(A) Fixation of the pay of the Lecturers:

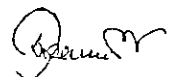
- (i) All incumbent Lecturers would be re-designated as Assistant Professor.
- (ii) The pay of all incumbent Lecturers, who were in service as on 01.01.2006, will be fixed in the PB-3 with AGP of Rs.6000/- in accordance with the Fitment Table -1 of MHRD letter F. No. 3-1/2009-U.I. dated 4th June 2009.
- (iii) All the incumbent Lecturers, who were appointed on or after 01.01.2006, with or without advance increments will be fixed at a basic pay of Rs.21600/- including AGP of Rs.6000/- in the PB - 3. [Ref: Rule 8, CCS (R.P.) Rules 2008].
- (iv) Lecturers appointed so far on or after 01.01.2006 possessing Ph.D. degree at the time of recruitment may be granted seven non-compounded advance increments with effect from 01.09.2008. [Ref.: Para 2(a) of MHRD letter F.No.23-1/2008.TS-III dated 18th August 2009 and Para-9 (i) of MHRD letter No.1-32/2006-U-II/U.I (i) dated 31st December 2008].
- (v) Lecturers appointed on or after 01.01.2006 possessing M.E./ M.Tech. degree at the time of recruitment may be granted two non-compounded advance increments with effect from 01.09.2008. This will also be applicable to the lecturers appointed so far on contract basis. [Ref.: Para 7(iii) and para-9(i) of MHRD letter No.1-32/2006-U-II/U.I (i) dated 31st December 2008].



- (vi) Three non-compounded advance increments may be given to the existing Lecturers w.e.f. 01.09.2008, who have acquired the Ph.D. degree after the coming into force of this scheme i.e. 01.01.2006. [Ref.: Para-7(vi) & 7 (v) of MHRD letter No.1-32/2006-U-II/U.I (i) dated 31st December 2008].
- (vii) One advance increment may be given to the existing Lecturers w.e.f. 01.09.2008, who have acquired the M.Tech. degree after the coming into force of this scheme i.e. 01.01.2006. [Ref.: Para- 7(viii) of MHRD letter No.1-32/2006-U-II/U.I (i) dated 31st December 2008].
- (viii) The pay of existing Lecturers (Senior Scale), who were in service as on 01.01.2006 be fixed at the appropriate stage in the PB-3 with AGP of Rs.7000/- in accordance with the Fitment Table No.2 of MHRD letter F. No. 3-1/2009-U.I. dated 4th June 2009 and will be re-designated as Assistant Professor. [Ref.: Para-2(a)(vi) of MHRD letter No.1-32/2006-U-II/U.I (i) dated 31st December 2008].
- (viii) The pay of Lecturers who were promoted to Lecturer (Senior Scale) on or after 01.01.2006 will be fixed by granting one increment @ 3% on the revised basic pay and the difference of Grade Pay i.e. Rs.1000/-(= 7000-6000) from the date of placing in the Grade Pay of Rs. 7000/-. [Ref.: Para-8(a) (iii) of MHRD letter No. 1-32/2006-U-II/U.I (i) dated 31st December 2008].

(B) Upward movement of Lecturers in the Grade Pay of Rs. 7000/- and Rs. 8000/-

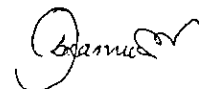
- (i). Lecturers possessing the Ph.D. degree and completed three years of regular service in the Grade pay of Rs. 6000/- w.e.f. 01.01.2006 may be placed in Grade Pay of Rs. 7000/- w.e.f. 01.01.2009. In other words, lecturers in Grade Pay of Rs. 6000/- and acquiring Ph.D. degree at any time during 01.01.2006 to 31.12.2008 may be placed in the Grade Pay of Rs. 7000/- w.e.f. 01.01.2009.
- Lecturers with Ph.D. completing three years in Grade Pay of Rs. 6000/- after 01.01.2009 will be placed in the Grade Pay of Rs. 7000/- on completion of three years in the Grade Pay of Rs. 6000/-.
- (ii). Lecturers possessing the M.Tech./M.Phil. degree and completing five years of regular service in the Grade pay of Rs. 6000/- w.e.f. 01.01.2006 may be placed in Grade Pay of Rs. 7000/- on completion of five years period w.e.f 01.01.2006.



- (iii). Lecturers possessing the B.Tech. degree and completing six years of regular service in the Grade pay of Rs. 6000/- w.e.f. 01.01.2006 may be placed in Grade Pay of Rs. 7000/- on completion of six years period w.e.f 01.01.2006.
- (iv). Lecturers (Senior Scale) possessing the Ph.D. degree and completed three years of regular service in the Grade pay of Rs. 7000/- w.e.f. 01.01.2006 may be placed in Grade Pay of Rs. 8000/- w.e.f. 01.01.2009. Lecturers (Senior Scale) possessing Ph.D. degree completing three years in Grade Pay of Rs. 7000/- after 01.01.2009 will be placed in the Grade Pay of Rs. 8000/- on completion of three years period in the Grade Pay of Rs. 7000/-.
- (v). Pay of all such faculty members entitled for up-gradation of Grade Pay from Rs. 6000/- to Rs. 7000/- and from Rs. 7000/- to Rs. 8000/- will be fixed by granting one increment @ 3% on the revised basic pay and the difference of Grade Pay i.e. Rs.1000/-(= 7000-6000 or 8000 - 7000) from the date of placing in the higher Grade Pay on or after 01.01.2009.

(C) Fixation of pay of Assistant Professors:

- (i) Pay of all Lecturer (Selection Grade)/Assistant Professor, who have completed three years of service in the pay scale of 12000-18300/- as on 01.01.2006 will be fixed at appropriate stage in the PB-4 with AGP of Rs.9000/- fixed in accordance with the Fitment Table-4 of MHRD letter F.No.3-1/2009-U.I. dated 4th June 2009 and will be re-designated as Associate Professor." [Ref: Para 2(a)(ix) of MHRD letter No.1-32/2006-U-II/U:I dated 31st December 2008].
- (ii) Pay of all the incumbent Lecturers (Selection Grade)/Assistant Professors, who were in service on 01.01.2006 and have not completed three years of service in the pay scale of Rs.12000-18300 as on 01.01.2006 will be fixed at appropriate stage in the Pay Band-3 with AGP of Rs.8000/- in accordance with the Fitment Table-3 of MHRD letter F.No.3-1/2009-U.I. dated 4th June 2009 till they complete three years in the scale of Rs.12000-18300/- and there after will be placed in the PB-4 with AGP of 9000/- and re-designated as Associate Professor." [Ref: Para 2(a)(x) of MHRD letter No.1-32/2006-U-II/U:I dated 31st December 2008].
- (iii) Pay of all incumbent Assistant Professors who have been appointed on or after 01.01.2006 with or without advance increments will continue to be designated as Assistant Professor and will be placed at a basic pay of Rs.30,320/- in the PB-3 including AGP of Rs.8000/- till they complete three years in PB – 3 and there after will be placed in the PB-4 with AGP of



Rs.9000/- and re-designated as Associate Professor." [Ref: Para 2(a) (xi) of MHRD letter No.1-32/2006-U-II/U:I dated 31st December 2008].

(iv) Pay of Lecturer (Selection Grade)/Asstt. Professor promoted from Lecturer (Sr. Scale) will be fixed by granting one increment @ 3% on the revised basic pay and the difference of Grade pay i.e. Rs.1000/- (= Rs.8000-Rs.7000) from the date of placing in the Grade Pay of Rs. 8000/-. [Ref.: Para-8(a) (iii) of MHRD letter No. 1-32/2006-U-II/U.I (i) dated 31st December 2008].

(C) Fixation of pay of Professors:

(i) Pay of all incumbent Professors, who were in service as on 01.01.2006, will be fixed in the PB-4 with AGP of Rs.10000/- at appropriate stage as per Fitment Table No.5 of MHRD letter No. No.F.3-1/2009-U.I. dated 4th June 2009.

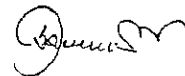
(ii) Pay of a directly recruited Professor will be fixed at a stage not below Rs.43000/- in the pay PB-4 with applicable AGP of Rs.10000/-." [Ref.: Para 2(a)(xiv) of MHRD letter No.1-32/2006-U-II/U:I dated 31st December 2008].

(iii) Pay of Professors promoted through CAS on or after 01.01.2006 will be fixed by way of granting one increment @ 3% on the revised basic pay and the difference of Grade pay i.e. Rs.1000/- (= Rs.10000-Rs.9000) from the date of placing in the Grade Pay of Rs. 10000/-. [Ref.: Para-8(a) (iii) of MHRD letter No. 1-32/2006-U-II/U.I (i) dated 31st December 2008].

(D) Placement of Professors in the higher Grade Pay of Rs. 12000/-:

For purpose of placing the Professors completing 6 years of service as Professor on 01.01.2006 or later, in the higher Grade Pay of Rs. 12000/-; the committee recommends that a separate committee may be constituted by the Board of Governors, which may suggest the criterion and procedure to be adopted for placing of such professors in the higher Grade Pay of Rs. 12000/-. It was resolved that the Chairman, Board of Governors will constitute such a Committee.

(E) Pay of all the faculty members who have been appointed on or after 01.01.2006, and whose pay had been fixed by protecting their pay in their previous organizations will be fixed at the initial stage as per guidelines mentioned above, however, their pay would be further protected, (re-fixed) on receipt of revised pay from their previous organizations." [Ref.: Rule 8-CCS(RP) Rules 2008].



- (F) **Increment:** There will be a uniform date of annual increment viz 1st July every year, accordingly, employees completing six months and above in the revised pay structure as on 1st July may be granted one increment. Therefore, the first increment after fixation of pay on 01.01.2006 in the revised pay structure will be granted on 01.07.2006." [Ref.: Rule 10, CCS (RP) Rules 2008].
- (G) **Allowances:** All allowances such as HRA, Transport Allowances, Incentive for Adopting Small Family Norms, Professional Development Allowance etc. will be applicable w.e.f. 01.09.2008.
- (H) **Basic Pay:** The revised basic pay will be the pay in the respective pay band plus the applicable grade pay.
- (I) Grant of PB-4 including designation of Associate Professor to the Assistant Professors appointed on or after 01.01.2006 may be referred to the MHRD for further clarification.

On the fixation of revised pay, in cases a senior promoted to a higher post before the 1st day of January 2006 draws less pay in the revised pay structure than his junior who is promoted/appointed to the higher post on or after the 1st day of January 2006, the pay in the pay band of the senior will be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. [Ref.: Note 10 CCS (RP) Rules 2008]



To
The Directors,
of all National Institutes of Technology (NITs)

Director's Office
Dist. No. 151
Date 07.08.2008

Subject:- Implementation of the Super-time Scale of Rs.22,000-500-24,500/- for Senior Professor.

Sir,

I am directed to say that for implementation of the super time scale for the Professors of Eminence, this Ministry requires the details of such Professors working in your National Institute of Technology, who have completed 23 years of service, as on 30.06.2008.

2. In view of this, it is requested that the requisite details like year of recruitment, number of years served as Lecturer, Assistant Professor, Professor, number of publications, medals and awards; Ph.D. Scholars guided, etc. of such Professors in your Institute may be furnished to this Ministry immediately.

Yours faithfully,

Madan Mohan
(MADAN MOHAN)
Director (NIT)
Tel: 2338 7465
Fax: 2338 4345

HODS

For immediate attention pl.

[Signature]
07/08/08

[Signature]
cc

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