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Minutes of meeting of HR committee held on 17th of Feb 2011 in the office of DGP Science city

Following members attended the meeting:

1 Dr R.S. Khandpur	Chairman
2 Dr Buta Singh	Member
3 Er H.S. Bains,	Member Secretary

Col Jagdev Singh did not attend the meeting as he has superannuated from the services of Thapar University.

The following decisions were taken in the meeting of the HR committee:

Item No. 1 To approve the recommendations of the Anomaly Committee constituted to consider the pay and service matters of the University Employees.

The committee deliberated on the various representations received from some members of the PTU staff and took the following decisions:

1.1 Representation in case of Dr. Balkar Singh, Director

A brief on the representation of Dr Balkar Singh, Director (Secrecy) submitted to the Anomaly Committee is as follows:

Benefits already granted	Benefits asked for
Appointment as Deputy Dean/ Assistant Professor vide letter no. PTU/REG/59873-74 in the pay scale of 37400-46100 with AGP of 8700 after completion of five years of his service as Deputy Dean/Assistant professor	Pay Band of 37400-46100 with AGP 9000 after three years of service as Deputy Dean/Assistant Professor w.e.f Dec 2006 as per 6 th CPC
Promoted to the post of Director in the pay scale of Rs. 14300-18300 vide appointment letter no. PTU/REG/313-316 dated 15.02.2010 after completion of his service as Deputy Dean/Assistant Professor	Promotion to the post of Dean/Director colleges in the pay band-IV with AGP 10000 W.E.F Dec 2008 i.e after five years of service
Nil	Three non-compounded increments in lieu of Ph.D completion during service

The Anomaly Committee had recommended as follows:

- (a) Nature of post be clearly defined (academic/non-academic).
- (b) In case it is treated as academic post, the case of promotion given Dr. Balkar Singh may be reviewed by the Competent Authority and subsequently Dr. Balkar Singh may be given benefit of academic position (i.e. PB-IV) after completion of three year service) strictly as per UGC norms.



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The HR committee considered the recommendations of the Anomaly Committee and feels that there may be similar cases in the University where the academic background of an employee and the functional requirements of the post on which they are working may be different. Therefore, it is necessary to clearly define academic / non-academic posts so that all such cases can be considered together and the problem is sorted out once for all. Registrar PTU was requested to take further action on the matter as per the recommendations of the HR committee.

1.2 Representation in case of Sh. Dinesh Juneja, Assistant Registrar

A brief on the representation of Sh. Dinesh Juneja, Assistant Registrar submitted to the Anomaly Committee is as follows:

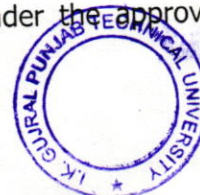
Benefits already granted	Benefits asked for
Promotion to the post of Supdt. W.e.f 20.11.2003 in the scale of Rs. 7220-11660/- from the date of DPC	Promotion as Supdt. w.e.f 14.7.2000 considering his previous service in the APEX Institute of Entrepreneurship & Business Development, Punjab, Chandigarh
Promoted to the post of Assistant Registrar in the pay scale of Rs. 8000-275-13500 w.e.f 20.11.2008	Promotion as Assistant Registrar w.e.f 14.7.2000 considering the pay scale of SSuptd. As equivalent to Assistant Registrar
--	Promotion as Deputy Registrar w.e.f 14.7.2005 after completion of five years of service as Assistant Registrar

The Anomaly Committee had recommended as follows:

(a) Mr. Dinesh Juneja joined Apex Institute w.e.f. 14.07.1995, which was merged with Punjab Technical University later on. Accordingly he may be treated as employee of PTU w.e.f. 14.07.1995. He was eligible for promotion as Superintendent Grade-I on 14.07.2000 after completion of 5 years service. However, he was promoted as Superintendent w.e.f 20.11.2003 i.e. from the date of meeting of Departmental Promotion Committee(DPC) but other employees were promoted after completion of 5 years service irrespective of the date of DPC meeting. The committee further recommends that Mr. Juneja may be promoted as Superintendent Grade-I w.e.f. 14.07.2000 after completion of 5 years service as done in other cases instead of 20.11.2003 i.e. the date of DPC.

(b) The pay scale and duties and responsibilities in PTU were same of the post of Assistant Registrar and Superintendent. Hence considering the post of Superintendent Grade-I equivalent to the post of Assistant Registrar, as per University norms **(Annexure-I)**. In this regard committee recommends that he may be promoted as Deputy Registrar w.e.f. 14.07.2005 i.e. after completion of five years service.

HR Committee was informed that the Promotion Policy of the PTU was approved on 25/05/2003 in 10th meeting of B.O.G. As per rules, the promotion under the approved



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Promotion Policy cannot be given before the approval was accorded by the Board of Governors. However, since the case of Sh. Juneja is a singular one in the University, his case can be considered for promotion with retrospective effect (14.07.2000) as one time measure and not to be quoted as a precedent. *Mr Dinesh Juneja may be considered for promotion as Asstt. Registrar w.e.f from 20/11/2005 instead of 20.11.2008 as recommended earlier. His case for next promotion to Deputy Registrar may be taken up as per U.G.C. norms.* The other benefits which may arise due to this promotion to Mr. Juneja may be considered as per recommendations of the Anomaly Committee.

1.3 Representation in case of Sh. S.S.Walia, Deputy Registrar

A brief on the representation of Sh.S.S. Walia, Deputy Registrar submitted to the Anomaly Committee is as follows:

Benefits already granted	Benefits asked for
Appointed as Assistant officer in the scale of 8000-13500 w.e.f 15.12.2003	--
Promoted to the post of Deputy Registrar in the pay scale of 12000-420-18300 w.e.f 15.12.2008, the date on completing five years of his tenure as Assistant Officer	Promotion in the higher scale from the due date i.e from August 2007 and pay benefits of his past service

The Anomaly Committee had recommended as follows:

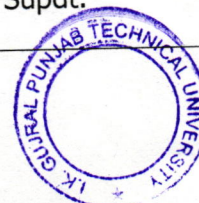
The request of Sh. Walia for protection of pay may be considered and last pay drawn of his parent department may be protected as per University norms, if he had applied through proper channel. As far as his request for grant of benefit under Career Advancement Scheme is concerned, it cannot be acceded to as he has already been granted the promotional benefit.

HR committee members were of the view that the matter regarding pay protection for employees joining University from private Institutions is a policy decision and requires considerations of the B.O.G. The Registrar was advised to take further necessary action in the matter.

1.4 Representation in case of Sh. Rajinder Dogra, Assistant Registrar

A brief on the representation of Sh. Rajinder Dogra, Assistant Registrar submitted to the Anomaly Committee is as follows:

Benefits already granted	Benefits asked for
Promoted to the post of Supdt. In the pay scale of 5800-9200 w.e.f 22.9.2000 counting the service period w.e.f 22.9.1995 i.e the date of joining as Senior Assistant in his parent Department (NIT, Jalandhar)	Promotion as Supdt. w.e.f 6.3.1997 i.e date of joining PTU on deputation from NIT Jalandhar in the pay scale of 5800-9200
Promoted as Assistant Registrar in the pay scale of 8000-275-13500 w.e.f 4.5.2009 after completion of five years of service as Supdt.	Promotion as Assistant Registrar w.e.f 6.3.2002 after five years service as Supdt.



--	Promotion as Deputy Registrar w.e.f 6.3.2007 after completion of five years of service as Assistant Registrar
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The Anomaly Committee had recommended as follows:

The length of service in respect of Sh. Rajinder Dogra, now Assistant Registrar shall be counted from the date of absorption in the Punjab Technical University. Hence, consequential benefits towards calculation of service to be counted from the date of absorption in the Punjab Technical University. However, he will enjoy the benefit of previous service for calculation of length of service towards pension/gratuity etc., if any.

HR Committee was informed that the Promotion Policy of the PTU was approved on 25/05/2003 in 10th meeting of B.O.G. As per rules, the promotion under the approved Promotion Policy cannot be given before the approval was accorded by the Board of Governors. However, since the case of Sh. Rajinder Dogra is almost similar to Sh Dinesh Juneja, his case be also considered for promotion with retrospective effect as one time measure and not to be quoted as a precedent. *Mr Rajinder Dogra may be considered for promotion as Asstt. Registrar w.ef from 04/05/2007 instead of 04/05/2009 as recommended earlier. His case for next promotion to Deputy Registrar may be taken up as per U.G.C. norms.* The other benefits which may arise due to this promotion to Mr. Rajinder Dogra may be considered as per recommendations of the Anomaly Committee.

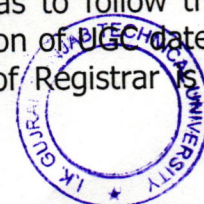
1.5 Representation in case of Sh. R.P.S Bedi, Joint Registrar

A brief on the representation of Sh. R.P.S. Bedi, Joint Registrar submitted to the Anomaly Committee is as follows:

Benefits already granted	Benefits asked for
Appointed as Computer Operator cum Programmer in the scale of 2200-4000 (Un-Revised) w.e.f 17.6.1998	--
Promoted to the post of Deputy Registrar in the scale of 12000-15500 w.e.f 16.06.2003	--
Promoted to the post of Joint Registrar in the pay scale of 14300-400-18300 (un-revised) w.e.f 16.6.2008 after completion of five years of service as Deputy Registrar	Pay scale of 14300-400-18300 doesn't exist either in UGC or in the State Govt. cadre structure
Pay fixed in the pay band of 37400-67000 (GP 8700)	Pay scale on promotion i.e 16400-22400(un-revised) and also the fixation in the new pay scale be done as per the norms.

The Anomaly Committee had recommended as follows:

"It is pertinent to mention that being University, the University has to follow the norms of the UGC notified from time to time. In view the Notification of UGC dated 31.12.2008, there is no position of Joint Registrar and the post of Registrar is a



Statutory post, which is to be filled on direct recruitment basis/on deputation basis. In case of Deputy Registrars anti-stagnation measures can be adopted as has already been done by the Promotion Committee, which was constituted by the Board of Governors of the PTU in its 36th meeting held on 23rd November, 2009 vide agenda item No.36.9.

Anomaly committee members were of the view that University must clearly define the academic and administrative positions in order to avoid ambiguity in future.

The HR committee endorsed the recommendations of the Anomaly Committee.

The Meeting ended with a vote of thanks to the chair.

For approval please.

R.S. Khanda
Dr R S Khanda
Chairman HRU



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