

Minutes of the Meeting of Human Resource Committee

A Meeting of Human Resource Committee was held on March 26, 2013 in the office of Director General, Pushpa Gujral Science City, Chandigarh. The following were present:

1. Dr.R.S.Khandpur, Director General, PGSC
2. Sh.A.Palanivel, Registrar, IIT-Ropar
3. Dr. Buta Singh, Dean (Acad), PTU
4. Dr. H.S.Bains, Registrar, PTU

Following issues were discussed:

Item No.	Description
1.	Consideration of benefits under CAS/counting of previous services rendered in Govt./Private Institutions for faculty members
2.	Scale Conversion case of Sh. Jashwinder Singh, Senior Technical Assistant

Item No.1

A committee was constituted by the worthy Vice Chancellor regarding the consideration of benefits under CAS/counting of previous services rendered in Govt./Private Institutions for faculty members.

The committee discussed thoroughly on the above mentioned issues and made the following recommendations :

1. It was decided that University should consider the rules and regulations of UGC/AICTE wherever applicable for its faculty members regarding direct recruitment, promotion under Career Advancement (CAS) and for counting of service rendered in previous institute.
2. University should abide by the UGC/AICTE Notifications as amended from time to time from the date of issuance of such notifications.
3. The committee members decided that the following points should be verified before awarding any benefit while counting of previous service to the faculty members in addition to the UGC/AICTE rules and regulation for this :
 - (a) Last pay drawn certificate issued by the previous employer.
 - (b) Form 16-A issued by the employer and all Income Tax returns filled-up to the total services rendered in the previous Institute.
 - (c) Whether the faculty member has applied to this university through proper channel for the direct recruitment in PTU.
 - (d) Whether the candidate has been selected for that post in the previous Institute for which benefit is asked for by the duly constituted Board as per AICTE/UGC Norms.



4. This benefit is applicable only one step higher than the present academic grade pay while considering the request under CAS in lieu of previous service rendered to any of the other Institute.

The matter is placed before the HR Committee for consideration.

Recommendations of the Committee:

The Committee discussed the issue in detail along with the recommendations of the committee constituted by the worthy Vice-Chancellor comprising of the experts from Neighboring Universities. Dr. Buta Singh informed that the committee has recommended to follow the norms approved by the neighboring Universities. The chairman requested Dr. Buta Singh to procure the details about the notifications/basis on which such norms have been implemented in those Universities.

Dr. Buta Singh further explained that :

“The benefit is only given for the promotion up to senior scale or Reader and not up to pay band 4 as applicable for associate and professor. The same is beneficial in kind teachers having 5 to 6 year experience can join easily without any fear of financial and service loss. The institute will also have a experienced teachers in this case.

Further the benefit of pay protection and previous service is given only in case the previous service is exactly in the pay scale in which he/she joins to this new post. If the previous job is either in the lower or in the senior scale the benefit is not given.”

The Chairman mentioned that while the points brought out by Dr. Buta Singh have lot of merit and would be helpful in attracting good faculty to the University, nevertheless there are likely to be certain repercussions, particularly when implemented at the level of the non-teaching staff. He therefore advised that the issue may be discussed in detail after taking into consideration the impact of the decision it may have, at various levels of the university staff.

The committee decided to defer the case. /

Item No. 2

Mr. Jashwinder Singh was appointed as Senior Technical Assistant in the pay scale of Rs. 9300-34800 + GP 4200 and he had joined the duties on 21.10.2011 in the above scale.

In this regard, the following is submitted :

- (a) The post of Senior Technical Assistant was got approved by the BOG in its 41st meeting on creation of Directorate of Distance Education and as per the

