

**Minutes of 20<sup>th</sup> meeting of Human Resource Committee held on September 27, 2013 at 11:00 A.M in the office of Director General, Pushpa Gujral Science City, Chandigarh.**

**The following were present in the meeting:**

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| 1. | Dr.R.S.Khandpur, Dir. Gen-PGSC | Chairman |
| 2. | Dr. Buta Singh, Dean-Acad-PTU  | Member   |
| 3. | Dr.H.S.Bains, Registrar-PTU    | Member   |

Sh. A.Palanivel, Registrar-IIT, Ropar and Dr.D.K.Patnaik, Registrar-Thapar University could not attend the meeting and were granted leave of absence.

**Item 20.1 : Promotion Policy of Administrative Staff of the University :**

In the light of recommendations of the H.R Committee vide its 19<sup>th</sup> meeting held on September 03, 2013 and a need to have a defined Promotion Policy for the Administrative and Supporting Cadres, a detailed Promotion Policy is attached as Annexure – I .

**Recommendations of the Committee:**

The Committee deliberated upon the promotion policy in length taking into consideration the problems of genuine stagnation and hardship faced by the employees due to lack of adequate promotional avenues and recommended a Promotion policy for approval of BOGs. **(Annexure-I)**

**Item No. 20.2 : To re-consider the contractual appointment of Pump Driver, Carpenter and Sewer Man**

The committee at its 19<sup>th</sup> meeting had recommended that all such positions be out-sourced.

The matter was reviewed again by the Vice Chancellor with the concerned departments and it was suggested that the case needs re-consideration by the H.R Committee keeping in view the continuous nature of tasks being performed by these incumbents.

**Recommendations of the Committee:**

The Committee reviewed the issue and didn't find justification in making regular appointments against all such positions which were advertised on contract basis for two years. Further in view of the nature of work, the Committee recommended the outsourcing of these services.

**Item No. 20.3 : To review Eligibility criteria for the post of Secretary/ Private Secretary to Vice Chancellor**

The committee at its meeting September 03, 2013 had recommended that the item be deferred awaiting development of Organogram for personal staff of Senior Officer and preparation of the Promotion Policy to be put up in the meeting of HRC scheduled for September 18, 2013 which is being held on Sept 27, 2013.



R. S. Khandpur  
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