

Agenda for the 22nd Meeting of Human Resource Committee to be held on March 13, 2014 in the office of Director General, Pushpa Gujral Science City, Chandigarh

Item No. 22.1 Re-structuring of existing posts in C&D Category

A promotion policy was drafted and put up to the HR Committee at its meeting held on Sept 27, 2013. On the recommendations of the committee the matter was taken up with the Board of Governors at its 51st meeting held on 08 Oct 2013 wherein the Board desired that the Promotion Policy for the Punjab Technical University employees be drafted as per State Government Norms.

While re-considering the Promotion Policy for C & D category, the norms being followed by neighbouring Universities like Punjabi University and GNDU, Amritsar were referred to and accordingly the following is proposed as Promotion Policy for C&D category employees of PTU:

- i) For promotion to the next higher post, the minimum bench mark will be 'Good' in Annual Confidential Reports and there shall be no super cession on the basis of merit.
- ii) To remove the gap between different channels and ladders in the same cadre, employees who worked on time scale should be promoted as per eligibility criteria mentioned as follows :-
- iii)

Sr no	Name of Post	Pay Scale	Existing Posts	Filled	Posts to be surrendered	Posts to be created	New Total Posts	Qualification/Experience(for promotion)
1	Sr. Asst./Executive Asstt./Administrative Asstt.	10300-34800 (GP 4400)	23	-	-	116	139	- Graduate with PGDCA & 100% amongst Clerks at PTU having at 3 years experience.
2	Clerk	10300-34800 (GP 3200)	200	139	137	-	54+9* (adhoc clerks)	- Graduate/result awaited and 100% amongst existing Office Assistant staff of the PTU having at least 3 years experience subject to having knowledge of Computer typing in Punjabi- English.
3	Office Assistant	5910-20200 (GP-2400)	59	54	-	04	63	- 10 th & 50% amongst existing class IV category of the PTU having at least 3 years experience
4	Attendant	4900-10660 (GP 1800)	125	79	73	-	52	- 40 positions falling vacant on account of promotion in category at s.no 5 shall stand abolished
5	Helper	4900-10660 (GP 1650)	40	36	40	-	-	- Nil
			447	308	250	120	317	



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For promotion to the skilled & Technical categories such as Drivers, Technical/Sr. Technical Assistant, Programmers, Junior Engineer etc., the promotion criteria shall be the same as adopted in the table above for Ministerial & Supporting staff with respect to time scale promotions and next scale as applicable and notified by State Govt. from time to time.

Seniority shall not be the only criteria for promotion. Suitability, merit and efficiency also will be the determining factors in the matter of promotion.

An incumbent may be promoted to the next higher post as temporary charge without confirmation on the higher post subject to availability of position on seniority cum merit basis and his salary may be charged against the said higher vacant post till the time he fulfills the minimum time period/qualification and other eligibility criteria for that position.

There shall be a provision for qualifying test in Punjabi/English Type Writing on computer which should be equal to the one prescribed by the University and it should be made essential to pass the test before an employee is considered eligible for promotion to the post of Clerk. The test may be held by the appointing authority or any such authority to whom the powers for doing so are delegated by the appointing authority.

Policies of the State Government regarding reservation of vacancies for Scheduled Castes, Scheduled Tribes, Backward Classes and any other specified categories shall apply to posts, filled by direct recruitment and by promotion, where applicable as per the then Govt. rules.

Notwithstanding the method of recruitment laid down in the Schedule, the appointing authority may, decide that a vacancy be filled otherwise than in accordance with these Regulations, e.g. by appointment of a borrowed employee on such terms and conditions as may be agreed to between the lending authority and the Punjab Technical University.

The item is placed before the Committee for consideration and approval.

Item No. 22.2 Appointment of Dr. Pawan Kapur as Director, PIT, Rajpura on tenure basis.

Dr. Pawan Kapur, Former Director & Technology Development Consultant, CSIO has done his Ph.D in Biomedical Engineering in the year 1978 from University of Calcutta, Kolkatta. His date of birth is 09th December 1950. He has 38 years of long experience in CSIR system. He was appointed as 'Scientist-B' in CEERI- Pilani in the year 1975 and promoted to the level of Scientist 'G' till the year of 2004.

He was appointed as Director CSIO, Chandigarh in the year 2004 and retired in the year 2012. Last basic pay drawn by him was Rs. 79000/- and Grade pay Rs. 12000/- (Pension Rs. 39500/- before commutation) and DA/ perks as per central govt. rules.



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Currently he is holding the position of 'Distinguished Emeritus Professor', Academy of Scientific and Innovative Research (ACSIR) with honorarium of Rs. 75000/- pm along with usual pensions benefits (40 % commutation as per permissible rules).

Considering his 38 years of long experience in CSIR- System and holding several key positions at all levels, guidance & execution of different R & D programmes; academic activities in various trans- disciplinary areas; vocational training for strengthening the manufacturing sector etc., he has been appointed as Director of PIT, Rajpura for a period of one year by the Hon'ble Vice Chancellor.

The item is placed before the Committee for information.

Item No. 22.3 Compliance of High Court Orders

The High Court of Punjab and Haryana has passed judgments in five cases relating to the appointments made in the past:

1. Anti Corruption Society
2. Amrish Kumar and others
3. Rashpal Singh
4. Priyanka; and
5. Arjun Singh and others (existing employees who want regularisation).

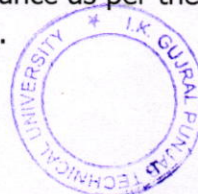
The Court has ordered that the whole matter be placed before the new BoG for consideration and if there is any infirmity, the Board may suggest appropriate action. The Court has expressed the view the aspects arising from these allegations and denials be also examined by the new BOG and for consideration of the same, the pleadings of the present case be taken into account.

The orders have been passed with regard to two categories.

1. New appointments; and
2. Existing employees

The matter was referred to the Chairman, HR Committee to go through and his recommendations are at Annexur-I with the following conclusion :

1. The Chairman, HR Committee after going through the details, has come to conclude that the decisions taken for all the appointments were prudent in the circumstances. It is recommended that the new Board ratifies the decisions taken from time to time in the past.
2. After detailed review, out of 12 ad hoc employees one has been selected as AR in PTU, one has been terminated and one has resigned, it is recommended that the existing 9 ad hoc employees C and D category be given another chance as per the criteria adopted for other employees as approved by BOG in 36th meeting.



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3. The issue of 8 ad hoc officers has been examined. It has been found that 5 out of these 8 have been relieved. The process of regular appointments to the remaining ad hoc posts has been initialised and the 3 existing ad hoc employees will be relieved after regular appointments are made.

The matter is placed before the Board for information.

