

F. No. 23-1/2008-TS.II  
Government of India  
Ministry of Human Resources Development  
Department of Higher Education  
Technical Section-II  
\*\*\*\*\*

Shastri Bhawan, New Delhi  
Dated: 18<sup>th</sup> August, 2009

To

The Director,  
All Centrally Funded Technical Institutions

**Subject: -Revision of pay of teaching and other Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 6<sup>th</sup> Central Pay Commission (6<sup>th</sup> CPC).**

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Govardhan Mehta Committee, to revise the Pay of teaching and other staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendation of 6<sup>th</sup> CPC. The revised pay and other service conditions as approved by the Government of India for the teaching and other staff in CFTIs are as under: -

1. For Indian Institutes of Technology (IITs), Indian Institute of Science (IISc.) Bangalore, Indian Institutes of Management (IIMs), National Institute of Industrial Engineering (NITIE), Mumbai and Indian Institutes of Science Education & Research (IISERs).

(i) Lecturers

- (1) Lecturers are not part of the regular faculty cadre in these Institutes. Appointment at this level may be made as Lecturer-cum-Post Doctoral Fellow on contract basis to enable bright young Ph.Ds to teach and earn experience in premier institutions.
- (2) At the entry level they may be placed in Pay Band PB-3 of Rs.15600-39100 with Academic Grade Pay (AGP) of Rs.6000/-p.m. with seven non-compounded advance increments.
- (3) To encourage fresh PhDs to join the teaching system, at least 10% of the total faculty strength should be recruited at this level of Lecturer-cum-Post Doctoral Fellow. However, relaxation in respect of educational qualifications could be given up to 25% of total Lecturers recruited. The reasons for such relaxations should be duly recorded and reported to the Board of Governors of the respective institutions.
- (4) After one year of post Ph.D experience, these Lecturers-cum-Post Doctoral Fellows shall be placed in the AGP of Rs.7000/-p.m.

**(ii) Assistant Professors**

- (1) To be appointed in PB-3 with AGP of Rs. 8000/-p.m. For direct recruits, minimum pay in the Pay Band to be fixed at Rs.30000/-.
- (2) For appointment as Assistant Professor, one should have a Ph.D with first class or equivalent in the appropriate branch with a very good academic record throughout and at least three years' industrial/research/teaching experience, excluding however, the experience gained while pursuing Ph.D.

**(iii) Associate Professors**

- (1) To be appointed in PB-4 (Rs.37400-67000) with AGP of Rs.9500/-p.m. For direct recruits, minimum pay in the PB-4 to be fixed at Rs. 42800/-.
- (2) For appointment as Associate Professor, one should have a Ph.D with first class or equivalent in the appropriate branch with a very good academic record throughout and a minimum of six years Teaching/ Industry/ Research experience, of which at least three years' should be at the level of Assistant Professors, Senior Scientific Officer/ Senior Design Engineer.

**(iv) Professors**

- (1) To be appointed in PB-4 (Rs.37400-67000) with AGP of Rs.10500/- p.m. For direct recruits, minimum pay in the Pay Band to be fixed at Rs. 48000/-.
- (2) For appointment as Professor, one should have a Ph.D with first class or equivalent with a very good academic record and a minimum of 10 years' experience.
- (3) Up to a maximum of 40% of the posts of Professors at any given point of time will be eligible for AGP of Rs. 12000/- p.m. after 6 years' of regular service in AGP of Rs. 10500/- p.m. subject to performance evaluation based on research publications, Ph.D supervision, teaching and consultancy services etc.

**2. For other Centrally Funded Technical Institutions.**

The pay structure and designations for all other Centrally Funded Technical Institutions will generally be the same as per the scheme of revision of pay of teachers, etc in Universities, etc. as notified by the Ministry of HRD vide letter No.1-32/2006-U.I(U.I) (i) dated 31st December, 2008 and clarification issued thereon from time to time. However, in the case of National Institutes of Technology (NITs), Indian School of Mines University (ISMU), Indian Institutes of Information Technology (IITs) and Schools of Planning & Architecture (SPAs), the following accelerated promotional benefits will be given while maintaining the UGC Pay Structure and designations;

- (a) Seven non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D awarded in the relevant discipline.

- (b) (i) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.6000/- p.m. shall be eligible for moving to AGP of Rs.7000/-p.m.
- (ii) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.7000/- p.m. shall be eligible for moving to AGP of Rs.8000/- p.m.
- (iii) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.8000/- p.m. shall be eligible for moving to AGP of Rs.9000/- p.m., and redesignated as Associate Professor.
- (c). Associate Professor completing 4 years' of regular service in the AGP of Rs.9000/- and possessing a Ph.D degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and by the university, if any. No teacher other than those with a Ph.D shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs.10000/- p.m.
- (d) Up to a maximum of 20% of the sanctioned post of Professors shall be placed in PB-4 in the AGP of Rs.12000/- p.m. after regular service of 6 years' as Professor in the AGP of Rs 10000 and the minimum pay in the Pay Band will be fixed at Rs.48000/- p.m.. Other eligibility conditions will be as laid down by the UGC.
- (e) All promotions will be based on performance evaluation and subject to fulfillment of other conditions laid down by MHRD letter No.1-32/2006-U/J/U.I (i) dated 31<sup>st</sup> December, 2008.
3. Existing faculty of IITs and ISMU, Dhanbad shall be given the replacement pay being proposed for IITs, as personal to them. Revised pay, as given in Para 2 above will be applicable for those recruited on or after the date of issue of these orders.
4. **Directors:** As regards the Directors of the Centrally Funded Technical Institutions (CFTIs), it was decided to follow a two-tier structure as in the case of faculty positions, as under:-
- (a) For Directors of IITs, IITs, IISc Bangalore, IISERs, NITIE, Mumbai, a fixed pay of Rs.80,000/- p.m.
- (b) For Directors of NITs, IITs, ISMLI, Dhanbad, NIFTT, Ranchi, SPAs, SLIET, NERIST, CIT, NITTRs, pay of Rs.75,000 plus Special Allowance of Rs.5000/- p.m. as applicable to Vice Chancellors of Universities.
5. **Cadre of Librarians and Directors of Physical Education** will be given the revised pay and other benefits as notified vide MHRD letter No. 1-32/2006-U/J/U.I (i) dated 31<sup>st</sup> December, 2008. The qualifications and the age of superannuation (60 years) will remain unchanged.

6. The revised pay of Scientific Officers/Design Staff shall be mapped into the normal replacement pay of 6<sup>th</sup> CPC. However, if the Scientific Officers / Design Staff are doing teaching work, their revised pay as approved for the teaching staff shall be applicable.

7. **Faculty Structure:** The flexible faculty structure will continue in those institutions where it is already in operation. However, institutions like ISMU/IITs which were earlier under the IIT pay structure will have the same faculty structure as in UGC scheme except for the accelerated promotions as provided under Para 2 above. The Ministry of Human Resource Development (MHRD) will devise suitable academic criteria for those institutions which may like to change over to a four-tier flexible faculty structure.

8. **Other service conditions:**

- (i) Annual increment will be at the rate of 3% of the pay as per the CCS (RP) Rules, 2008 (pay in the pay band plus applicable AGP).
- (ii) Pay in the pay band and Academic Grade Pay shall not exceed the limits set in the CCS (RP) Rules, 2008 i.e. Rs.80000/-.
- (iii) A cumulative Professional Development Allowance for Rs.3 lakhs for every block period of 3 years (Rs. One lakh per year) may be made available to every member of the faculty on reimbursable basis to meet the expenses for participating in both national and international conferences, paying the membership fee of various professional bodies and contingent expenses.
- (iv) Revised pay scales will be effective from 1.1.2006 and other allowances from 1.9.2008 and pay of existing incumbents will be fixed as per the formula given in the CCS (RP) Rules, 2008 and the Fixation Table given in Annex-I of Ministry of Finance OM No.1/1/2008-FC dated 30<sup>th</sup> August, 2008. This is further subject to the proviso that the revised pay of existing incumbents as on 1.1.2006 will not be less than the minimum pay at the entry level for direct recruits in each category in the case of IIT's, IIMs, IISc, IISERs and NITIE. This would effectively mean that:
  - a) Assistant Professors in the pre-revised scale of Rs.12,000 - Rs.18,300 with basic pay ranging from Rs.12,000/- to Rs.15,780/- p.m. will be placed at the minimum of Rs.30,000/- p.m. For those incumbents with pre-revised basic pay of more than Rs.15780/-, their revised pay will be determined by multiplying the existing pay as on 1.1.2006 by a factor of 1.86 and rounding off the multiple figure to the next multiple of 10 as given in Rule 7 (1)(a)(i) of the CCS (RP) Rules, 2008.
  - b) In the case of Associate Professors in the pre-revised scale of Rs.16,400 - Rs.20,000 with basic pay ranging from Rs.16,400/- to Rs.18,200/- p.m., the minimum will be fixed at Rs.42,800. For those incumbents with pre-revised pay of more than Rs.18200/-, the revised pay will be as per Fixation Table corresponding to pre-revised pay scale of S-26 as given in Annexure-I of Ministry of Finance's O.M.No.1/1/2008-FC dated 30<sup>th</sup> August, 2008.

c) In the case of Professors in the pre-revised scale of Rs.18400-22400 with basic pay ranging from Rs.18400 to Rs.20400 p.m. will be placed at the minimum of Rs 48000/-. For those incumbents with pre-revised pay of more than Rs.20400/-, the revised pay will be as per Fixation Table corresponding to pre-revised pay scale of S-29 as given in Annexure-I of Ministry of Finance's O.M.No 1/1/2008-IC dated 30<sup>th</sup> August, 2008.

(v) In respect of other categories of institutions, pay fixation will be made as per CCS (RP) Rules, 2008 and the Fitment table issued by MITRD for UGC funded institutions vide letter No.3-1/2009-L.I dated 4<sup>th</sup> June, 2009, which is available on the web-site of MITRD.

9. For Registrars, Dy. Registrar, Asstt. Registrar. UGC pay scales will apply to Registrar, Dy Registrars, Assistant Registrars of IITs, IISERs, NITs, IISc and Deemed to be Universities subject to they possessing the qualifications and experience as prescribed by UGC from time to time. For others, normal replacement scale as per CCS (RP) Rules, 2008 will apply. Age of superannuation will, however, continue to be 60 years.

10. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development.

Yours faithfully,

*P. Dikshit*  
(Pratima Dikshit)  
Director (TC)

Copy to: -

1. Principal Secretary to Prime Minister, South Block, New Delhi.
2. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhawan, New Delhi.
3. Secretary, Department of Expenditure, North Block, New Delhi,
4. Secretary, Department of Personnel & Training, North Block, New Delhi.
5. Secretary, Department of Agriculture Research and Education, Krishi Bhawan, New Delhi.
6. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhawan, New Delhi.
7. Acting Chairman, All India Council for Technical Education, New Delhi.
8. Secretary, University Grants Commission, New Delhi.
9. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

*P. Dikshit*  
(Pratima Dikshit)  
Director (TC)

Item No.  
BOG/2011:01:09

### Creation of Posts

The Institute proposes to create following non teaching posts in view of increase in strength of students in the academic year 2011-12.

#### Non Teaching Posts -

S.No.	Name of Post	Salary / Pay	No. of Post
1.	Security cum Estate officer	PB- 3 Grade Pay 5400/-	01
2.	Assistant Registrar	PB- 3 Grade Pay 5400/-	01
3	Junior Superintendent	PB-2 Grade Pay -4200/-	02
4	Security Assistant	PB-1 Grade Pay 2400/-	01
5	Sanitary Inspector	PB-1, Grade Pay 2400/-	01
6	Stenographer	PB- 1 Grade Pay 2400/-	01
7	Library Assistant	PB- 1 Grade Pay 2400/-	01
8	LDC	PB- 1 Grade Pay 1900/-	01

Based on the formula envisaged by MHRD, GOI the students, teachers and other employees strength ratio needs to 1:12:1.1. From the academic session 2011-12, the students' strength is going to increase to become 835 approximately. The present ratio of sanctioned number of teachers and other staff and students strength is 755:64:69. As per the formula, it is proposed to increase the number of faculty and other supporting staff by 70 and 77 number.

For the teaching posts the recommendation of the Senate will be placed before the Board in the meeting. The strength of faculty will increase on approval of meeting of Senate and accordingly the increase in the non teaching posts will take place. In the meantime for 09 posts for non teaching be recommended for sanction to the MHRD.

The justification for creation of specific posts is given as BOG/2011/1/ANNEXURE -V (Page No.57 to 59).

**The Board is requested to approve the proposal of creation of the above mentioned posts so that the proposal could be submitted to the MHRD, GOI for sanction.**

**CREATION OF POSTS AND JUSTIFICATION**

Sr.No	Name of Post	Educational Qualification	Remarks
01	<p>Security-cum-Estate officer</p> <p>PB-3+Grade Pay of Rs.5400/-</p> <p><b><u>JUSTIFICATION</u></b></p>	<p><b>Essential-</b></p> <p>Master Degree in any discipline with 50% marks.</p> <p><b>Desirable-</b></p> <p>Bachelor's degree in Law. Should have at least 5 years experience in the area of Security/Estate administration in the Grade Pay of Rs.4200/-.</p> <p><b>Or</b></p> <p>A commissioned officer of the Armed forces or equivalent in BSF/CRPF with bachelors degree and five year experience.</p> <p>The Institute has a vast estate of 250 acres approx. The massive construction of buildings will take place in next 4-5 years creating a big estate which will require its record keeping and day to day maintenance collection of rent and continues liaison with the District and Municipal authorities of the State Government to avoid encroachments.</p> <p>The institute will also have the academic complex, residential complex for employees and a hostel complex for the students being guarded by the outsourced security agency thus making it imperative the requirement for a Security Officer of a senior rank to monitor the estate activity.</p> <p>It is proposed to combine the requirement of security and Estate Officer of the grade pay of Assistant Registrar with the grade pay of Rs.5400/-</p>	

<p>02</p>	<p>Security Assistant</p> <p>PB-1+Grade Pay of Rs.2400/-</p> <p><b><u>JUSTIFICATION</u></b></p>	<p><b>Essential-</b></p> <p>Minimum Bachelor's degree or equivalent +5 years experience.</p> <p><b>Desirable-</b></p> <p>Person of the rank of Havildar or above in the armed forces/ paramilitary forces.</p> <p>The Institute has outsourced security agency for the security of its assets and personal. A security assistant is required to check the guards deployed at vital posts round the clock on holidays and at night on working days to ensure that the guards are performing their duties as per contracted terms and conditions. He will also ensure that the bills are submitted correctly by the agency.</p> <p>For imported feedback on this vital aspect the employees has to be on the rolls of the institute and a group "C" cadre with the grade pay of Rs.2400/- .</p>	
<p>03</p>	<p>Sanitary Inspector</p> <p>PB-1+Grade Pay of Rs.2400/-</p> <p><b><u>JUSTIFICATION</u></b></p>	<p><b>Essential-</b></p> <p>10+2(science stream) with diploma in sanitary inspector course from a recognized institute and 3 years experience in the field in a reputed organization. Detailed knowledge of pesticides spraying and Malaria control.</p> <p>The Institute will have a very large estate and buildings over 250 acres. The area has to be kept clean and in good hygienic conditions are to be ensured. Although there will be contracted agency for cleaning and</p>	



		<p>maintenance of the buildings yet the institute requires an official to monitor the same and ensure that the services are being provided as per contracted terms and conditions. He will also process of their monthly bills for correctness and the actual work done against work order.</p> <p>A sanitary inspector's post with a grade pay Rs.2400/- in PB-1 is proposed for the institute.</p>	
04	<p>Stenographer</p> <p>PB-1+Grade Pay of Rs.2400/-</p> <p><b><u>JUSTIFICATION</u></b></p>	<p><b>Essential-</b></p> <p>(i) Graduation.</p> <p>(ii) Diploma in stenography (English) of minimum 12 months duration from a recognized institute.</p> <p><b>Experience-</b></p> <p>(i) Two years experience as LDC or equivalent.</p> <p>(ii) Minimum typing speed of 60wpm and good knowledge of shorthand speed of 120wpm and drafting.</p> <p><b>Desirable-</b></p> <p>Good knowledge of Computer Application in day to day requirements of the office.</p> <p>The Institute has only one stenographer presently in the Director's Secretariat. One more stenographer is required to take up the work of the Registrar's Secretariat. The post will be of group C with a grade pay of Rs.2400/-in PB-1.</p>	

BOG/2011:01:10

**Regularization and Confirmation of Services of Mr. R. P. Dwivedi  
DR(F&A).**

Shri R.P. Dwivedi was given appointment to the post of Deputy Registrar on 02.05.2009. In pursuance of the orders of Hon'ble High Court of M.P. to keep the appointment provisional and subject to final decision on the petition filed by Mr. Satyendu Mohan, former Deputy Registrar, the offer of appointment was made provisional subject to the above conditions.

There are two posts of Deputy Registrars as on date and one is falling vacant on 31<sup>st</sup> May, 2011 on the retirement of Shri R. Bhattacharya, Deputy Registrar. In view of the above the services of Shri R.P. Dwivedi be regularized and confirmed wef 29<sup>th</sup> July, 2009 against the available post. Brief of the case is placed at BOG/2011/1/ANNEXURE -VI (Page No. 61 to 72).

**The case is placed before the BOG for consideration and approval.**

**Agenda : BOG/2011:01:10- Regularisation and Confirmation of Services of Shri R.P. Dwivedi, Deputy Registrar(F&A) – Brief History of the Case.**

1. There was one sanctioned post of Deputy Registrar against which Shri Satyendu Mohan was appointed as Deputy Registrar vide Institute's letter No. IIITDMJ/Dir/R/200702 dated 27.04.2007.
2. He submitted his resignation from the post on 19.02.2008 giving one month's notice period. He was relieved from the Institute services with effect from 1-4-2008. Letter of relieving is placed at **Appendix-1 (Page No 63)**
3. Shri Sateyndu Mohan later on, filed a writ petition in the Hon'ble High Court of Madhya Pradesh for reinstatement. In the meantime, this post of Deputy Registrar was readvertised alongwith another post of Deputy Registrar (against the post of Finance Officer Converted by BOG/2008-09:01.06). BOG Minutes for conversion is placed at **Appendix-2(Page No 64)**
4. A stay order was issued by the Hon High Court, M.P. to the institute against the post to keep the appointment provisional subject to the decision of the Court on the petition. But in the mean-time Shri Raghunath Bhattacharya joined as a Deputy Registrar on 09.01.2009. Copy of stay order of the Court is placed at **Appendix-3(Page No 65)**. The factual position was submitted to the Court by the institute (**Appendix-4 Page No 66 to 78**).
5. For the other permanent post of Deputy Registrar (which was against the post of Finance Officer) Shri R.P. Dwivedi was issued an appointment letter on regular basis, but to keep the availability of a vacant post respecting Hon'ble Court's order, the offer of appointment was made provisional subject to the decision of the Hon'ble High Court, M.P. Copy of appointment letter is placed at (**Appendix-5) (Page No 69 to 70)**.
6. There was only one post of Deputy Registrar against which Writ Petition was pending, Institute had taken up the case to create another post of Deputy Registrar(Finance & Accounts) by abolishing the sanctioned post of Finance Officer vide letter No. IIITDMJ/Dir/2010/07/950 dated 12.07.2010. Copy of Letter placed at **Appendix-6(Page No 71)**.
7. MHRD, GOI has accepted the request and converted the post of Finance Officer to Deputy Registrar vide its letter No. 26-11/2004-TS.1 dated 27 September 2010. Copy placed at **Appendix-7(Page No 72)**.

8. As Shri Raghunath Bhattacharya, Deputy Registrar is retiring on 31<sup>st</sup> May 2011 and the post is falling vacant, the services of Shri R.P. Dwivedi may be confirmed against the available vacant post of Deputy Registrar.
9. Appointment against the other post of Deputy Registrar in future is proposed to be made provisional until the final decision is given by the Hon'ble High of M.P.

(89)

ANN R2/19

PDPM

INDIAN INSTITUTE OF INFORMATION TECHNOLOGY,  
DESIGN & MANUFACTURING JABALPUR

Ref No. IIITDMJ/Dir/A/08-04. J  
April 1, 2008


Dear Mr Satyendu Mohan

Sub: Your Resignation from the Post of Deputy Registrar

In reference to 'your resignation from the post of the Deputy Registrar and one month notice' dated 19.02.08 wherein you had expressed your intention to resign w.e.f. 29<sup>th</sup> February '08 along with one month notice for the same, you are relieved from your duties w.e.f. April 1, 2008. You are advised to settle all your pending claims, including medical bills, if any, with the Institute at the earliest

  
(Sanjeev Bhargava)

To: Shri Satyendu Mohan  
Deputy Registrar,  
PDPM IIITDM Jabalpur

Copy received  
  
21/4/08

Copy to: The Accounts Section  
The Secretariat, Senate

This is a True Copy of the  
original document

  
Satyam Agrawal,  
Advocate

**BoG/2008-09: 01.05 Approval of Recommendations of the Selection Committee for the Faculty Positions**

The Board approved the recommendations of the Selection Committee for the faculty positions.

**BoG/2008-09: 1.06 Any other Item with the Permission of the Chair**

The Board was apprised in contrast to other IIITs, namely at Gwalior and Allahabad, the emphasis of IIITDM Jabalpur was not only on IT but also on Design and Manufacturing. Due to these reasons the character of IIITDM Jabalpur is different than other IIITs. The Institute therefore felt the need to fill some of its non-academic staff positions with different designations than those which were given in the initial sanction letter. The Board was requested to approve the conversion of the posts in the same pay scales as given below:

S No	Name of the Post (Sanctioned)	Pay Scale (In Rs.)	Name of the Post (Suggested)
1	Finance Officer	12000-18000	Deputy Registrar
2	Assistant Finance officer	8000-13500	Assistant Executive Engineer
3	Data Processing Assistant (Grade A) (Two posts)	5500- 9000	Junior Engineer /Junior Superintendent
4	Data Processing Assistant (Grade B) [Two posts]	4500 - 7000	Mechanic Grade A [Two Posts]
5	Deputy Accounts Assistant	4000- 6000	Upper Divisional Clerk
6	Junior Steno	4000 - 6000	Technical Assistant
7	Caretaker	4000 - 6000	Technical Assistant
8	Drivers [Two posts]	3050 - 4050	LDC [Two posts]

After a brief discussion, the Board approved the conversion of the existing posts as given in the above Table.

With no other items for discussion, the meeting ended with a vote of thanks to the Chair.

Approved

Sd/-  
S Bhargava  
(Director & Acting Chairman)

HIGH COURT OF MADHYA PRADESH

ORDER SHEET

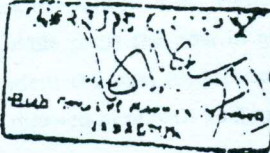
115

CASE NO.

200

VS



DATE OF THE ORDER	ORDER
5.01.09	W.P. No. 1552/08 (S)
	<p>Having heard learned counsel for the petitioner  Issue notice on I. A. No. 12296/08  Notices be made returnable in four weeks.  In the meanwhile, appointment to the post of Deputy  Registrar to be made in pursuance to the advertisement Annexure  P-17 shall be provisional and subject to final decision of this  petition.</p>
Vy/-	 (Rajendra Menon) Judge
	Received on 13/1/09 at 6:30 PM
	13/1/09

Copyist

**IN THE HIGH COURT OF MADHYA PRADESH**  
**PRINCIPAL SEAT AT JABALPUR**

W.P. NO. 11552/2008

**PETITIONER:** Satyendu Mohan

**VERSUS**

**RESPONDENTS:** Union of India and Others.

**APPLICATION SEEKING INTERIM RELIEF**

The petitioner named above begs to submit as under.

1. That, the petitioner has preferred writ petition before Hon'ble High Court and has challenge the order dated 01-04-08. Whereby the application submitted by the petitioner for his resignation has been accepted by the respondent, whereas the petitioner on the same date i.e. 19-02-08 made yet another application for withdrawal his resignation but respondent ignored the said application and accepted the application of resignation and passed impugned order.

2. It is submitted that, the petitioner immediately preferred a writ petition and challenge the action of the respondent and vide order dated 17-11-08. Hon'ble High Court pleased to issue notices to respondents and case is still pending. But during the pendency of the instant writ petition, the petitioner came across that, the respondent issued a fresh advertisement for the post in question and schedule of interview is on 30-12-08. If post is filled up then the petitioner suffers irreparable loss. Hence the petitioner craves mercy from this Hon'ble court the post in question may kindly be direct to the respondent the post in question keep vacant. A copy of advertisement is marked here with as Annexure P-19.

**Prayer**

It is therefore prayed that Hon'ble Court may kindly be pleased to direct the respondent that the post in question (Dy. registrar) keep vacant during the pendency of Writ in the interest of justice.

*[Signature]*  
(Subject Dilliwadi) *[Signature]*  
ADVOCATE FOR THE PETITIONER *[Signature]*

*[Signature]*  
Date 2/12/08



IN THE HIGH COURT OF RAJASTHAN  
PRINCIPAL SEAT AT JABALPUR

Writ Petition No 11552 of 2008 (S)

Petitioner : Satyendu Monan  
Versus  
Respondents : Union of India & ors

**RESPONDENT NO.2's REPLY TO the APPLICATION SEEKING INTERIM  
RELIEF:**

Answering Respondent No 2 named above humbly submits as under

**PRELIMINARY SUBMISSIONS:**

- 1 THAT the answering Respondent most humbly submits that on 13-01-2009 at about 06 30 p.m. a fax was received in the office of the Respondent which was a copy of the Order dated 05-01-2009 passed by this Hon'ble Court in 11552 / 2008 (S) wherein it has been given to understand that the instant IA No.12296 / 2008 filed in the present Writ Petition was considered and notices made returnable within 4 weeks were issued therein. It has also been directed therein that *"[i]n the meanwhile, appointment to the post of Deputy Registrar to be made in pursuance to the advertisement Annexure P-19 shall be provisional and subject to final decision of this petition"*

Fax copy of the Order dated 05-01-2009 has already been filed alongwith the Reply to the Writ Petition as **Annexure R-2/208**

It is thus submitted that neither a copy of the said IA was served on the Answering Respondent earlier, nor did the Answering Respondent otherwise had the knowledge of the Order dated 05-01-2009 prior to 13-01-2009. As such, an *ex parte* order has been passed. It would not also be out of place to mention here that a certified copy of the said Order has not been served on the Answering Respondent till date

- 2 THAT as such, the Answering Respondent humbly submits that pursuant to the advertisement no 01 / 2008 and subsequent interviews of applicants against it were held on 30-12-2008 by the duly

constituted selection committee, and were approved by the Chairman Board of Governors of the Institute for the posts of Dy Registrar in the pay-scale of Rs 12,000-420-18,300/- on regular basis. Accordingly appointment orders were issued to Mr Raghunath Bhattacharya & Mr Suman Kumar pursuant where to the said two gave acceptance of their joining and Mr Raghunath Bhattacharya has taken over his charge.

**PARAWISE REPLY**

Without prejudice to the foregoing preliminary submissions, the Answering Respondent begs to submit the following paragraph-wise reply in addition.

3. **As regards para 1:** In view of and without prejudice to the submissions made in the Answering Respondent's Reply to the Writ Petition, the contents of this para need no comments.
4. **As regard para 2 & 'Prayer' clause:** In view of the submissions made hereinabove as well as in the Reply to the Writ Petition, the answering Respondent most humbly submits that the instant application of the Petitioner *sans* merits and he is entitled to no reliefs, whatsoever from this Hon'ble Court.
5. An Affidavit in support is filed herewith.

Place: Jabalpur

Answering Respondent No. 2



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**INDIAN INSTITUTE OF INFORMATION TECHNOLOGY,  
DESIGN & MANUFACTURING JABALPUR**  
(An Institute Established by MHRD Govt. of India)

**IT Bhawan, Jabalpur Engineering College Campus, Gokalpur, Jabalpur 482 011 India**

**Prof. Aparajita Ojha**  
Director

No.IIITDMJ/Dir/R/2009/05-01  
Dated: May 2, 2009

Shri Ram Phal Dwivedi  
Assistant Registrar  
Indian School of Mines University  
Dhanbad - 826004  
( Jharkhand)

Dear Shri Dwivedi,

**Sub: Appointment to the post of Deputy Registrar**

With reference to your application against our Advt No 01/2008 and subsequent interview held on **30<sup>th</sup> December 2008**, the Chairman Board of Governors of the Institute has approved your appointment to the post of **Deputy Registrar** in the pay scale of **Rs 12000-420-18300** on regular basis. Your initial basic pay will be Rs. 12000/-. The other terms and conditions of your service will be as under.

01	Post & Appointment	*The post is permanent and your appointment to the post is regular.
02	Probation	Subject to the provisions of the Memorandum of Association, you will be on probation for a period of one year from the date of your joining and will be confirmed on satisfactory completion of the probation period. The period of probation can be extended, if found necessary.
03	Termination of Service During Probationary Period	<p>a. During the period of probation, your service shall be liable to termination at any time by giving one month's notice in writing either by you to the appointing authority or by the appointing authority to you, or by paying one month salary without notice.</p> <p>b. After confirmation, the appointing authority shall have the power to terminate the services of any member of the staff by giving three months notice or on payment of three months salary in lieu thereof, if on medical ground, certified by medical authority nominated by the Board, his/ her retention in service is considered to be undesirable.</p> <p>c. After Confirmation, the Board of Governors of the Institute shall have the power to terminate the services of any member of the staff on grounds of retrenchment or economy by giving to the person concerned six months notice in writing or on payment of six months salary in lieu thereof.</p>
04	Pay	Your initial basic pay will be Rs. 12000/-. The Institute has adopted the pay scales recommended by the Sixth Pay Commission (Non teaching staff ). Accordingly your pay will be fixed in PB-3 i.e. Rs. 15600-39100 with grade pay of Rs. 7600/-. You will also be entitled for usual allowances as admissible under the Institute Rules which are at present the same as admissible to the Central Government employees stationed at Jabalpur.
05	Leave	You will be governed by the leave rules of the Institute.
06	Duties	As prescribed for the post and as may be assigned by the authorities of the Institute from time to time.

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AOjha  
2009

07	Traveling Allowance on Joining	TA on joining the Institute on initial appointment is admissible as per Institute rules in vogue.
08	Medical Examination	The appointment is subject to the production of a certificate of physical fitness from the Medical Authority prescribed by the Institute. You are required to comply with this requirement within three months from the date of your joining this post.
09	Character Certificate	The appointment is subject to verification of your character and antecedents. Meanwhile, you will have to produce a character certificate at the time of joining the duty from a 1 <sup>st</sup> class Magistrate or a Gazetted Officer of Central/ State Government.
10	Retirement Benefits	As applicable from time to time as per Institute norms.
11	Age of Superannuation	60 (Sixty) years or as modified from time to time.
12	General	All other terms and conditions of service, rules of discipline and conduct as contained in the Memorandum of Association and the Rules and Orders framed there under shall be applicable. If any declaration given or information furnished by you proves to be false or if you are found to have willfully suppressed any material information, you shall be liable to removal from service, be that be at any stage.

**\*Note:** However this appointment is provisional in view of the order dated 05.01.2009 passed by the High Court of Madhya Pradesh at Jabalpur subject to final decision of Writ Petition No. 11552 of 2008(S) Petitioner Satyendu Mohan Versus Union of India and others in the High Court of Judicature at Jabalpur against this post or new vacancy available, which ever is earlier.

You are required to submit the following documents at the time of joining the Institute:

- a) Attestation Form, in triplicate, duly completed (three copies of Attestation Form enclosed).
- b) Bio-data (in the enclosed proforma).
- c) Original certificates of your educational/ technical/ professional qualifications, date of birth and experience along with a photostat copy each thereof for verification by the Institute Authorities.
- d) A declaration form in respect of Immovable property (in the enclosed form);
- e) A fresh and original certificate of SC/ ST/OBC along with a copy thereof, if applicable;
- f) A relieving certificate in original from your present employer, if applicable;
- g) Oath of allegiance from Indians at the time of joining the Institute (in the enclosed proforma).

I hope that this offer of appointment is acceptable to you. **This offer is valid for three months from the date of issue of this appointment letter.**

Looking forward to hearing from you.

Yours sincerely,

*Aojha*  
2-5-2009  
**Aparajita ojha**  
G<sup>m</sup>

Encls: As above.

F. No. 26-11/2004 - TS.I  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section - I

Shastri Bhawan, New Delhi  
Dated: 27<sup>th</sup> September, 2010

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~~A~~

To

Prof. (Ms.) Aparajita Ojha,  
Director,  
PDPM-Indian Institute of information Technology, Design &  
Manufacturing, Jabalpur.

Subject: Conversion of the post of Finance Officer to the post of Deputy Registrar at IIITD&M, Jabalpur - Regarding.

Madam,

I am to refer to IIITD&M, Jabalpur's letter No. IIITDMJ/Dir/2010 dated 12.07.2010 on the subject cited above and to say that the matter has been examined in consultation with Integrated Finance Division of this Ministry. It has been observed that Institute converted the post of the Finance Officer to Dy. Registrar with the approval of the Board of Governors of the Institute without obtaining prior approval of this Ministry. In this regard, it may be noted that no post can be created or converted to another post without the prior approval of the Government of India. The action of the Institute to convert the post of Finance Officer to the post of Dy. Registrar is therefore irregular. The Institute is advised to be careful in future. However, since the proposal has no financial implications, this Ministry, as a special case, conveys its approval to the conversion of the post of Finance Officer sanctioned vide this Ministry's letter No. 26-11/2004-TS-I, dated 25.04.2005, to the post of Dy. Registrar at IIITD&M, Jabalpur.

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5/10/10

*[Handwritten signature]*  
18/X/10

*[Handwritten signature]*  
R (Adm)

Yours faithfully,

*[Handwritten signature]*  
P. Dikshit

(Pratima Dikshit)  
Director  
Ph.No. 2338 6561

AQJha  
15-10-2010  
Dy. Registrar

*[Handwritten signature]*  
18/X/10

5/10/10



**INDIAN INSTITUTE OF INFORMATION TECHNOLOGY,  
DESIGN & MANUFACTURING JABALPUR**

(An Institute Established by MHRD Govt. of India)

PDPM

Dumna Airport Road, P.O. Khamaria, Jabalpur - 482 005 India

Prof. Aparajita Ojha  
Director

IIITDMJ/Dir/2010/07 / 950  
July 12, 2010

Dear Ms. Dikshit,

Please refer to letter F.No. 26-11/2004.TS.1 dated June 16, 2010 regarding the proposal of the institute to abolish the post of Finance Officer and create the post of Deputy Registrar in IIITDM Jabalpur. In this regard, it is to state that a letter was sent on May 30, 2008 to Shri S.K. Ray, Financial Advisor, Ministry of HRD by the then Director Prof. Sanjeev Bhargava for conversion of the post of Finance Officer to Deputy Registrar, copy of the said letter is attached herewith.

Since no reply was received from the Ministry, it was assumed that the Ministry had no objection and matter was placed in 2008-09/1<sup>st</sup> meeting of Board of Governors held on July 08, 2008 and Board of Governors accorded its approval to conversion of the post of Finance Officer to Deputy Registrar.

As the Board of Governors had accorded its approval to convert the post of Finance Officer to Deputy Registrar, the post of Finance Officer was advertised as Deputy Registrar and was filled. Selected incumbent is working as Deputy Registrar and holding the charge of Finance and Accounts.

Further, it is to state that both posts Finance Officer and Deputy Registrar were sanctioned in the pay-scale of Rs.12000-18000 (5<sup>th</sup> CPC) vide letter F.No. 26-11/2004-T.S.I dated April 25, 2005.

In view of above, the post of Finance Officer may please be converted to Deputy Registrar as no financial implications are involved in conversion of the designation.

With best regards,

Yours sincerely,

  
Aparajita Ojha  
D

To,

Ms. Pratima Dikshit  
Director (T)  
Department of Higher Education  
Ministry of HRD, Govt. of India  
Shastri Bhavan, NEW DELHI

Copy to: Ms. Sudha Rani, Under Secretary, Department of Higher Education, MHRD,  
Shastri Bhavan, New Delhi w.r.t. above referred letter.

Ph: +91-761-2632 273(O) Fax: +91-761-2632 524 email:query@iiitdmj.ac.in URL: www.iiitdmj.ac.in

Item No.  
BOG/2011:01:11

**Recommendations of the committee constituted by the Board on framing the procedures and guidelines for consultancy & sponsored R&D projects.**

Report of the committee constituted by the Board on Consultancy/ sponsored R&D projects is placed as BOG BOG/2011/1/ANNEXURE-VII (Page No. 74-77).

**The Board is requested to approve the same.**

AGENDA FOR RESEARCH

PDPM Indian Institute of Information Technology, Design & Manufacturing Jabalpur should focus more on research. It should strive to be visible internationally. The Institute must establish over a period of time the procedures for research, keeping "Design and Manufacturing" in mind. Further, the following points should comprise the agenda for research at IIITDM Jabalpur.

1. There has to be reputation of the Institute earned by fulfillment of intellectual curiosity.
2. The Institute must identify its thrust areas that drive the research.
3. The Institute at the initial stage may decide the desired composition of funding to give direction to its research direction e.g.
  - a. Funding from Government sources : 90%
  - b. International Funding : 06%
  - c. Funding from Industry : 04%
4. The goals of the research may comprise: (a) Publications, (b) Projects, (c) Participation in conferences in India and abroad, and (d) Patents
5. To give proper impetus to the research environment, the Institute must invest in time, space, background equipment, staff (including research administration, office staff, as well as staff related to accounts, purchases, audit, appointments, etc.)
6. The Institute should also make efforts to provide 24x7 accesses to the facilities like Innovation Lab, Library, Computer Center, Workshop, etc. to all the persons involved in research.
7. The Institute should make efforts to have permanent staff for research management.
8. The research environment of the Institute should be cultured in such a manner so that there is an involvement of all stake holders.
9. The students of the Institute may be involved through
  - a. Course level projects
  - b. Open ended courses
  - c. Paid research (part time) positions
10. To gauge the quality of research, the Institute must develop some efficiency measures.
11. The Institute may think of giving some incentives to the students for research executed by them e.g. for publications, patents and conferences attended.



PROPOSED NORMS AND PROCEDURES FOR UNDERTAKING  
CONSULTING, TESTING WORK AND SPONSORED RESEARCH PROJECT

A. GENERAL GUIDELINES:

1. As a matter of policy, the Institute shall encourage faculty members to undertake consulting work of a type which will advance their professional competence provided it does not interfere with their Institute duties.
2. The amount of the time spent by a faculty/staff member on consultation work should be limited to one working day and one non-working day per week on an average.
3. For site visit and field trips, daily allowance will be admissible on reimbursement basis to the consultants and non academic staff at the rate of two times of DA admissible to them.
4. The responsibility of the successful completion of the project / consultancy work will be on the Consultants. The Institute will in no way be responsible for the outcome.
5. All IPR related issues will be as per the prevailing IPR norms of the Institute.

B. PROJECT INITIATION:

6. In case the project is referred to a Discipline or to the Institute, the project will be discussed in a meeting of the faculty members in the area of the project to identify the Principal and other consultants for the project. In case a project proposal is received directly by a faculty member, he will be the Principal Consultant.
7. The final project proposal will be submitted by the Principal Consultant to the Dean R&D / the person delegated with the responsibilities of Dean by the Director (on the prescribed form).
8. After a job has been accepted by the Institute, the Dean R&D / the person delegated with the responsibilities of Dean will issue a letter to the client giving job number and confirming other details with a copy to the Principal Investigator. Thereafter, the Principal Investigator / Consultant will handle all communication directly with the client with copies to the Dean R&D / the person delegated with the responsibilities of Dean, until the file is closed with the final report and disbursement of fees.
9. Before executing the project work, the concerned Principal Consultant has to ensure that at least 50% of the money has to be taken in advance, except in case the sanctioning body is an government organization.

### **C. DISBURSEMENT OF CHARGES:**

10. All payments in connection with consultancy work will be received by the Institute and disbursed to the faculty and staff through the Account Section.
11. Consultancy charge will consist of three parts:
  - (a) actual expenses to cover salaries of project employees, cost of materials travel, computer charges, contingency including charges for producing reports etc.
  - (b) consultancy fee of the faculty and honoraria personnel, facilities and service.
  - (c) Institute overhead, to cover the use of Institute personnel, facilities and service.
  
12. Consultancy charges received from the client will be distributed (excluding service tax in every case) as follows:
  - (i) Total money received from client = T  
25% Institute's share to be allocated in the beginning  
  
75% to be distributed to Investigators, technical and other staff on the recommendation of Principal Consultant/Investigator
  
  - (ii) In case, the consultancy work / project requires the use of laboratory facilities, additional 15% share has to be deposited in the Institute's share as laboratory development fund, out of the amount to be distributed to Investigators, technical and other staff (i.e. their share will be 60%)
  
13. The charges for using central facilities/other Labs like SEM, XRD, AFM, CNC machines etc. in the Institute identified by the Director, be divided into two equal halves and one half be treated as special levy and credited to the account of that central facility/Lab. account and the remaining 50% be distributed as per the principle enunciated in above Para 12 (i).

### **D. Distribution of Institutional Share**

14. The following guidelines are proposed for the distribution of Institute Share for
  - (a) The Institute Overhead Charges (IOC) received in a Sponsored Research Project from the funding agency.
  - (b) Institute share from a Consultancy Project and unspent balance, if any,
  - (c) Institutional income received from other academic programmes (For example training programmes, workshops etc.)
  
- (i) 20% of the Institute Share will be credited towards the Professional Development Fund (PDF) of faculty, academic staff /students
- (ii) 20% of the Institute Share will be credited towards the Discipline Development Fund (DDF)

- (iii) 10% of the Institute Share will be allocated as Incentive to Office Staff and Staff Welfare Fund, and
- (iv) The balance 50% will constitute Institute Development Fund (IDF)

Further, the PDF can be utilized for the following purposes:

- (a) Sanction of TA/DA and registration fee for attending a conference/workshop/symposia/seminar/meeting etc. or to deliver a talk by faculty/academic staff/ student (subject to sanction of appropriate leave by competent authority) to a place in India or abroad and for making exploratory visits for further sponsored research/ consultancy work, with advance approval of the Director.
- (b) Membership fee of Professional Societies
- (c) Purchase of Professional Books, Journals, Stationery, Computer Stationery, Software or data on any storage medium
- (d) Equipment/ Phone/ Fax Facilities/ air-conditioner for laboratory can be purchased with the prior approval of the Dean R&D / the person delegated with the responsibilities of Dean, which shall remain property of the Institute.
- (e) Upgradation or outright purchase of laptop or desktop computer and related peripherals like digital camera/ web camera for use by a faculty member at any location as per the work requirement on approval of Dean R&D / the person delegated with the responsibilities of Dean.
- (f) Any other item with the prior approval of Director.

Item No.  
BOG/2011:01:12

**Application of Dr. Pritee Khanna for eight months leave for post doctoral research in Japan, under JSPS programme**

Dr. Pritee Khanna has applied for a leave of eight months with full salary to pursue post doctoral research under JSPS programme with Prof. Haruo Yokota from Tokyo Institute of Technology.

**The Board is requested to consider her application.**

S.No.	Name of employee	Date of confirmation
01	Dr. Mukesh Kumar Ray	07/07/2009
02	Dr. Prashant Jain	01/07/2009
03	Dr. H. Chellappa	18/03/2009
04	Dr. P.N. Kundakal	25/01/2010
05	Mr. Kam Shankar	16/12/2009
06	Mr. Divyanshu Madhwaraj	23/11/2009
07	Mr. D.S. Ramana	10/12/2009

Calliandro P.R. Santhya  
Registrar & Secretary Board of Governors,  
POPM-6/10M, JSS-I/PUN

Item No.  
BOG/2011:01:13

**Items for reporting / ratification**

1. BOG in its BOG/2010/3<sup>rd</sup> meeting had approved allowance as permissible in IITs for Deans and Wardens (attached as **BOG/2011/1/ ANNEXURE-I) (Page No. 05-09)**. Since the Institute presently has only two full Professors (one holding the position of Director), deans have not been appointed or nominated by the Institute to help the administration. However, faculty members at the level of assistant/associate professors are given additional responsibilities as coordinators to take care of students, faculty and academic affairs and similar such affairs to fill the gaps of deans. Hence the honorarium as approved by the Board for deans/ wardens is extended to coordinators and In-charge Visitor's Hostel. The Board is requested to ratify the same. It is also proposed to pay honorarium to the designated faculty/officers with effect from the date mentioned in the order of the MHRD, i.e., April 1, 2010.
2. 90 days Extra Ordinary Leave (EOL) without Pay granted to Dr. Hari Kumar Voruganti, visiting faculty for going abroad to pursue Post-Doctoral research.
3. The services of the following employees have been confirmed.

S.No.	Name of Employee	Date of confirmation
01	Dr. Mukesh Kumar Roy	07/07/2006
02	Dr. Prashant Jain	01/07/2009
03	Dr. H.Chelladurai	10/08/2009
04	Dr. P.N.Kondekar	25/01/2010
05	Mr. Ram Shankar	30/12/2009
06	Mr. Biswajeet Mukherjee	23/11/2009
07	Mr. D.S.Ramteke	18/11/2009

Col (Retd) P.S. Sandhu  
Registrar & Secretary Board of Governors,  
PDPM IIITDM, JABALPUR

**BOG/2011:01:014** Any other items with the permission of the chair.