

**PANDIT DWARKA PRASAD MISHRA  
INDIAN INSTITUTE OF INFORMATION TECHNOLOGY,  
DESIGN AND MANUFACTURING, JABALPUR**

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**BOG/2017/36<sup>TH</sup> MEETING OF THE BOARD OF GOVERNORS  
SCHEDULED TO BE HELD ON 28<sup>TH</sup> MAY 2017, FROM 14.00HRS. ONWARDS  
VENUE: CONFERENCE HALL, PDPM-IIITDM JABALPUR**

**AGENDA**

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| <b>BOG/36/6</b>            | <b>Proposal to appoint Prof. M. Rahman, Professor Emeritus, National University of Singapore as Visiting Professor in Mechanical Engineering discipline of the Institute as proposed by Japanese collaborators</b> | <b>17</b>       |
| <b>BOG/36/7</b>            | <b>To discuss the issue of pay anomaly of Professors/Associate Professors recruited between August 18, 2009 and April 23, 2014</b>   | <b>23</b>       |
| <b>BOG/36/8</b>            | <b>Technical resignation for acceptance in r/o Shri Prabodh Pandey, Deputy Registrar (ad-hoc)( Assistant Registrar on substantive post).</b>   | <b>60</b>       |
| <b>BOG/36/9</b>            | <b>To discuss lien period of Mr RP Dwivedi, Registrar(on contract) on his substantive post of Joint Registrar relieved w.e.f 07/05/2017(A/N) to join IIT-Indore as Registrar(on contract).</b>                     | <b>63</b>       |
| <b>BOG/36/10</b>           | <b>Ratification of approval given by Chairman, BoG, on resignation of Dr Sachin Kumar, Asst. Professor(on contract)</b>  | <b>70</b>       |
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| <b>BOG/36/1</b> | <b>Opening Remarks by the Chairperson, Board of Governors</b> |
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| <b>BOG/36/2</b> | <b>Overview and Action Taken Report by the Director</b> |
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The overview report will be presented by the Director in the meeting itself. The action taken report on the decisions of 35<sup>th</sup> meeting of the Board is placed as **BOG/36/Annexure-I (Page 4)**.

The action taken report is placed below for the perusal of the members.

| <b>Item No.</b> | <b>Resolution/Decision</b>   | <b>Action Taken</b>   |
|-----------------|--|---|
| BOG/35/4        | To re-consider proposal for modifications in recruitment rules for Design Faculty  | Approved modifications are implemented.   |
| BOG/35/5        | To re-consider revised proposal for the Faculty Performance Appraisal  | Implemented   |
| BOG/35/6        | To consider proposal for the Institute Consultancy Rules and Intellectual Property Rights document   | Implemented   |
| BOG/35/7        | To consider proposal for reimbursement of patent registration charges  | Implemented.  |
| BOG/35/8        | Proposal for creation of non-teaching posts subsequent to the implementation of Raghavan Committee Report                                    | Agenda is deferred.   |
| BOG/35/9        | To consider request made by Shri Prabodh Pandey, DR (Ad-hoc) for extension of lien period.   | He has been informed and he has forwarded the letter of technical resignation which is being taken up in this meeting for approval.   |
| BOG/35/10 (i)   | Ratification of approval given by Chairman, BOG on appointments made on the recommendations of Selection Committees for teaching posts.      | For ratification only.  |
| BOG/35/11       | Agenda for reporting<br>(a) Laying of Institute statutes before both the Houses of Parliament<br><br>(b) Approval of Ordinances by MHRD, GOI | For reporting only.   |
| BOG/35/12(i)    | Moving expenses for the faculties joined the Institute on initial appointment  | Implemented   |
| BOG/35/12 (ii)  | Loan from Internal Corpus of the Institute   | (a) Institute took a loan of Rs 6.08 crores for General expenditure from the corpus.<br>(b) Institute repaid a loan Rs 0.27 crores taken in FY 2015-16 for salary to the internal corpus. |

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| <b>BOG/36/3</b> | <b>Confirmation of Minutes of the BOG/2017/35<sup>th</sup> meeting held on March 6, 2017.</b> |
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The minutes of 35<sup>th</sup> Board meeting were circulated to all the members. No comments were received from any member. Board is requested to confirm the minutes. Copy of the Minutes is attached herewith as **BOG/36/Annexure-II (Page 6 to 9)**.

**Pandit Dwarka Prasad Mishra  
Indian Institute of Information Technology,  
Design & Manufacturing Jabalpur**

Minutes of the 35<sup>th</sup> Meeting of the BOG held on March 6, 2017 from 1200 hrs. onwards in the Conference Hall of PDPM IITDM Jabalpur.

**Members present:**

|                          |                              |
|--------------------------|------------------------------|
| Dr. Kota Harinarayana    | Chairperson                  |
| Prof. Pramod Kumar Jain  | Member                       |
| Prof. Janat Shah         | Member (Telephonically)      |
| Shri D. M. Gupta         | Member                       |
| Prof. Vijay K Gupta      | Member                       |
| Prof. P. N. Kondekar     | Member                       |
| Smt. Swapnali D. Gadekar | Acting Registrar & Secretary |

The following members expressed their inability to attend the meeting due to prior commitments:

|                         |        |
|-------------------------|--------|
| Prof. Sankar K. Pal     | Member |
| Prof. Sudhir Kumar Jain | Member |
| Prof. Harish Karnick    | Member |
| Shri Mohammed Suleman   | Member |
| Shri Sanjiv Mittal      | Member |
| Shri Sanjeev Sharma     | Member |

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| <b>BOG/35/1</b> | <b>Opening remarks by the Chairman, Board of Governors</b> |
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The Chairman welcomed all Board members. He appreciated progress made so far for faculty selection in the Institute and he suggested that another round of faculty selection be completed before June 2017 to fill the vacant faculty positions.

He also suggested to explore possibilities to work with nearby industries like the Gun Carriage Factory (GCF), Ordinance factory etc.

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| <b>BOG/35/2</b> | <b>Overview and Action Taken Report by the Director</b> |
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(a) The Action Taken Report was presented by the Director before the Board. The Board noted the same with satisfaction.

(b) The overview report (progress report) of the Institute since last BoG meeting was also presented before the Board.

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| <b>BOG/35/3</b> | <b>Confirmation of Minutes of the BOG/2016/34<sup>th</sup> meeting held on December 6, 2016.</b> |
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The minutes of the BOG meeting held on December 6, 2016 were circulated to the members. No comments were received. The Board confirmed the minutes.

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| <b>BOG/35/4</b> | <b>To re-consider proposal for modifications in recruitment rules for Design Faculty</b> |
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The proposal has been approved by the Board with following modification in para b1 (Registered for PhD program)

The Board members suggested that applicant should have completed at least two years in PhD programme from the date of his/her candidacy. He/she shall also have made presentation of State of the Art Seminar at his/her parent institute."

The approved proposal with modification is annexed as **Annexure-'A'**.

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| <b>BOG/35/5</b> | <b>To re-consider revised proposal for the Faculty Performance Appraisal</b> |
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One of the Board member has suggested modification in the Faculty Performance Appraisal form and accordingly the Board has given its approval with following addition at point No. 4 (SELF-APPRAISAL BY FACULTY):

"Future plan should also be included by Faculty".

The approved proposal with modification is annexed as **Annexure-'B'**

*BoG*

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| <b>BOG/35/6</b> | <b>To consider proposal for the Institute Consultancy Rules and Intellectual Property Rights document.</b> |
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The Institute Consultancy Rules and Intellectual Property Rights document has been approved by the Board.

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| <b>BOG/35/7</b> | <b>To consider proposal for reimbursement of patent registration charges</b> |
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The upper limit of patent registration has been removed. For international patent registration, a committee will be formed comprising of one member from DST/ Patent Office. For domestic patent registration financial assistance of up to Rs. 20000/- per patent is approved.

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| <b>BOG/35/8</b> | <b>Proposal for creation of non-teaching posts subsequent to the implementation of Raghavan Committee Report</b> |
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The agenda is deferred.

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| <b>BOG/35/9</b> | <b>To consider request made by Shri Prabodh Pandey, DR (Ad-hoc) for extension of lien period</b> |
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Not accepted. He shall be asked to submit his technical resignation.

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| <b>BOG/35/10</b> | <b>Ratifications</b> |
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- (i) **Ratification of approval given by Chairman, BOG on appointments made on the recommendations of Selection Committees for teaching posts.**

The approval given by the Chairman, BoG on the recommendations of Selection Committees for teaching posts are ratified by the Board.

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| <b>BOG/35/11</b> | <b>Agenda for Reporting</b> |
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- (a) **Laying of Institute Statutes before both the Houses of Parliament.**

The Board noted.



(b) **Approval of Ordinances by MHRD, GOI.**

The MHRD has notified the Ordinances forwarded by the Board. The Board noted the same.

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| BOG/35/12 | Any other agenda with the permission of the Chair |
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(i) **Moving expenses for the faculties joined the Institute on initial appointment:**

The Board discussed existing rules of moving expenses of reimbursement to newly joined faculty members and approved with following modification:

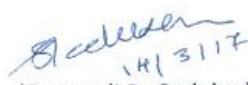
- The maximum limit for reimbursement of moving expenses shall be Rs 1 Lakh.
- The reimbursement shall be made from the internal resources of the Institute.
- The condition of signing the bond has been removed.
- The term moving expenses include TA for self and family and transportation of personnel effects.
- In future, all the cases of reimbursement of moving cases shall be dealt at Institute level

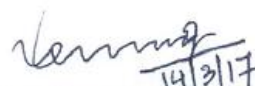
The Board has directed to approve the proposal of reimbursement of moving expenses to newly joined faculties as per above mentioned modified rules.


(ii) **Loan from Internal Corpus of the Institute:**

The Institute is not being released sufficient grant in aid from MHRD for meeting the day to day recurring expenditure. Keeping in view the situation the Board accorded its approval for granting a loan amounting to Rs. 850.00 lakhs or actual amount whichever is lower as per requirement till March 31, 2017 from the Internal Corpus of the Institute. The loan will be subject to refund to the Corpus whenever, the grant in aid received.

Submitted for approval please.

  
(Swapnali D. Gadekar)  
Acting Registrar & Secretary

  
14/3/17  
Prof. Pramod Kumar Jain,  
Director

  
15/3/17  
Dr. Harinarayana Kota  
Chairperson, BOG

|                 |   |
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| <b>BOG/36/4</b> | <b>To consider the recommendations of the FC/29<sup>th</sup> Finance Committee meeting scheduled to be held on May 28, 2017</b> |
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The 29<sup>th</sup> Finance Committee meeting is scheduled to be held on May 28, 2017, just before the Board meeting. The recommendations of the Finance Committee will be placed/discussed in the meeting itself.

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| BOG/36/5 | To consider the recommendations of 24 <sup>th</sup> Building & Works Committee (BWC) meeting held on April 26, 2017 |
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The 24<sup>th</sup> meeting of the BWC was held on April 26, 2017 in the Conference Hall of the Institute. The Committee discussed various issues and the minutes of the meeting is placed herewith as BOG/36/Annexure-III (Page 12 to 16 ) for the perusal of the Board.

**Pandit Dwarka Prasad Mishra  
Indian Institute of Information Technology,  
Design & Manufacturing Jabalpur**

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**Minutes of the 24<sup>th</sup> Meeting of the Building & Works Committee  
Held on April 26, 2017 from 11:30 a.m.  
Onwards in the Conference Hall of PDPM IIITDM Jabalpur**

The following members were present in the meeting:

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| Prof. Pramod Kumar Jain<br>Director, PDPM IIITDM Jabalpur                                  | Chairman         |
| Prof. P. N. Kondekar<br>Dean (P&D), PDPM IIITDM Jabalpur                                   | Member           |
| Shri K.K. Sonwane<br>SE, MPKV Co. Ltd. Jabalpur<br>(Representative of Shri Anil K. Pandey) | Member           |
| Shri Ajay Singh<br>Chief Engineer (DRDO) (Through audio conference)                        | Member           |
| Shri R. P. Dwivedi<br>Registrar, PDPM IIITDM Jabalpur                                      | Secretary (B&WC) |

Shri D. M. Gupta, IOFS Retd. Member, could not attend the meeting due to pre-occupation and granted leave of absence.

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| <b>B&amp;WC/2017:24.01</b> | <b>Opening remarks by the Chairman</b> |
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The Chairman B&WC Prof P.K. Jain welcomed all the members present in the meeting and briefed about the status of the number of projects/works CPWD has executed as a Depository Work. He informed the Committee members that, on the pretext of paucity of funds, the CPWD foreclosed the works on 'As is Where is Basis' one and half year back. As per the procedure and duties of the Institute consultants, were expected to seek the help from the CPWD and certify the claims made by the CPWD.

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| <b>B&amp;WC/2017:24.02</b> | <b>Confirmation of Minutes of 23<sup>rd</sup> meeting held on November 22, 2016 and action taken report</b> |
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The minutes of the 23<sup>rd</sup> meeting of the B&WC meeting held on November 22, 2016 were circulated to all the members. No comments were received. Minutes were confirmed by the Committee. The action taken report on 23<sup>rd</sup> meeting was presented before the Committee. The Committee noted the same.

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| <b>B&amp;WC/2017:24.03</b> | <b>To discuss the issue related with the consultancy charges of the Institute Consultants hired for the Institute Construction Projects.</b> |
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The committee was informed that the Institute has hired three architects and an agreement has been signed with them since the inception of the institute. They have been assisting the CPWD on behalf of the Institute to provide architectural and other drawings and monitoring the progress of the construction projects. It has been observed that in the past they have not carried out the work as per the agreement, though a huge amount i.e. approximately Rs. 6 Crores has already been paid to them against various construction works. Presently, they have been asked to evaluate the exact status of all the works/projects and certify the same, so that the exactly payable amount to the CPWD, in the existing circumstances may be worked out. The process is lying pending as the CPWD has not yet provided the desired details to the consultants.

The Committee recommended that an authorization letter may be issued by the Institute in favour of all the three consultants, with a copy to the CPWD, mentioning that the individual architects would represent the Institute, in completing the taking over process for the Institute projects, under its consultancy. The remaining consultancy fee to Architects against these projects will be released only after the completion of works to the satisfaction of the Institute.

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| <b>B&amp;WC/2017:24.04</b> | <b>To discuss the issues related with the Annual Maintenance Contract (AMC) for VRV Air-Conditioning System.</b> |
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It was informed to the committee that the CPWD made a provision in its tenders to install VRV Air Conditioning system in LHTC, VH, Admin Block and Library cum Computer Centre etc. with five years of Comprehensive Annual Maintenance beyond the normal warrantee period of two years. However, presently, there is no Administrative Approval and Expenditure Sanction from the Institute side for such AMC. The CPWD incorporated the provision of 5 years AMC after the completion of 2 years of initial period of free maintenance, with the due consent of the Institute. In view of the above a post facto approval is to be accorded.



The Committee recommended for post facto A/A and E/S for Comprehensive AMC for 5 years (beyond the normal warrantee period of 2 years) for the following buildings as per the amounts mentioned in the CPWD agreements:

- (1) Lecture Hall and Tutorial Complex (LHTC) - Rs. 86.01 lakhs
- (2) Visitors Hostel (VH) - Rs. 3.40 lakhs

The committee also recommended for a similar action in respect of other buildings when made functional, useful to the Institute and handed over/occupied by the institute for active use. The committee specifically asked to explore the possibilities for AMC directly through OEM, since the Institute observed & reported an unwarranted discontinuation of maintenance for more than 15 days by the vendor, in LHTC project during the last mid-term exam causing, all stake holders to suffer to avoid these type incidents by the Vendors due to any reason

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| <b>B&amp;WC/2017:24.05</b> | <b>To discuss the issue related with the amounts deposited to the CPWD against the Projects which are not yet started by the CPWD.</b> |
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It was informed to the committee that two projects, Multi Utility Centre and Technology Incubation Centre assigned to the CPWD have not yet started. An amount of Rs. 50 lakhs against each project (total Rs.100 lakhs) has been deposited to the CPWD. An action is required against such deposit. The BWC recommended that the CPWD may be asked to refund this amount without any deduction.

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| <b>B&amp;WC/2017:24.06</b> | <b>To discuss the issue related with the taking over from the CPWD the Institute projects, which are in an "incomplete stage" and contains a lot of defects.</b> |
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It was informed to the committee that none of the Institute projects is in a complete stage as per the sanctioned provisions. In addition, there are several defects in the items executed at sites. The services (water supply, sewerage disposal, electrical supply, firefighting works etc.) are not ready for the buildings. The CPWD is being informed repeatedly, about all such issues. But the action from their end is not satisfactory, Instead, they are asking to take over the buildings / works "As is where is" basis because they have foreclosed the works.

It was further informed to the members that all these incomplete / defective works would be required to be completed and to be made defect free before taking them in use. This would certainly require additional expenditures. Therefore, an exact line of separation between the two expenditures (i.e. the expenditures done by the CPWD till date and expenditures which would be made in future for making the buildings usable) is required to be defined, so as to avoid the discrepancy / complicity in future. After final completion of works, it would not be possible to identify the works which were done up to foreclose by the

CPWD and the works have been done after wards. Keeping in view all such aspects, it has been requested to the Institute consultants to evaluate the present status of each and every Institute project and to prepare estimates for defects rectification and for the balance works. In this way, the exactly payable amounts up to the present status of works could be finalized and the exact status of works, till today, would be freezed. The consultants have asked CPWD to provide them the measurements and other details of each project. But the said details are not provided by the CPWD till today. Hence the work assigned to the consultants has still been lying pending.

The committee was informed that It has been communicated to the CPWD that the taking over of buildings in such an incomplete stage would be done only after completion of the due process. In addition, the CPWD would also arrange to provide safety certification from the concerned authorities, for which they may take help of the Institute consultants, if needed so. The CPWD would bear the responsibility of security of the incomplete works until the works are finally handed over to the Institute. It is very clearly communicated to the CPWD in a meeting with the ADG, CPWD, Bhopal that the Institute has started use of some of the buildings, because of inordinate delays caused in these buildings and the Institute had been facing space crush for a substantial time. Such use of buildings in emergency situations could not be treated as "Taking Over". The final taking over shall be effective only after completion of the projects in all respect as per the sanctioned provisions and that too after completing the due formalities of accounting.

The committee expressed its satisfaction against the stand of the Institute in such a critical situation. They suggested to make further efforts, by issuing letter of authorization in favor of the consultants for getting, from the CPWD the desired details which are required to the consultants.

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| <b>B&amp;WC/2017:24.07</b> | <b>To discuss the issue related with the action initiated by the DG, CPWD New Delhi in respect of the Institute Projects.</b> |
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It was informed to the members that the DG, CPWD, New Delhi has repeatedly been communicated about the status of the Institute Projects. After getting convinced with the situation, the DG, CPWD, New Delhi has made request to the CVC, New Delhi (vide its letter No. SE(QA)/CSQ/Misc./2016-17/29 dated 06-02-2017) to conduct a technical examination of the Institute Projects. The Institute has further made a request vide letter No. IIITDMJ/B&W/17/02/10 dated 17.02.2017 to the DG, CPWD, New Delhi to convey to the CVC for addressing issues related with delay & mismanagement of funds by the CPWD.

The committee opined that if required, direct communication may be opened with the CVC so as to expedite the process.

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| B&WC/2017:24.08 | To consider the reporting items: |
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The Committee noted the same.

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| B&WC/2017:24.09 | Any other item with the permission of the Chair. |
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**1. To discuss the issues related with the Annual Maintenance Contract (AMC) for Lifts installed in different buildings:**

It was informed to the committee that the CPWD made a provision in its tenders for Lifts for five years of Comprehensive Annual Maintenance beyond the normal warrantee period of two years. Presently, the building like Narmada Residency-2 and Visitors Hostels has been taken in use by the Institute. The Administrative Approval and Expenditure sanction is to be accorded for such Comprehensive AMC.

The Committee recommended for post facto A/A and E/S for Comprehensive AMC for 5 years (beyond the normal warrantee period of 2 years) for the installed Lifts in the following buildings as per the amounts mentioned in the CPWD agreements:

- (1)Narmada Residency-2: 4,25, 000/- x 3 = 12,75,000/-
- (2)Visitors Hostel (VH) : 3,50,000/- x 1 =3,50,000/-

The committee also recommended for a similar action in respect of other buildings, where lifts have been installed with provision of AMC, and also to explore the possibilities for AMC directly through OEM.

*Ram Phal Dwivedi*  
27-04-2017  
(Ram Phal Dwivedi)  
Registrar & Secretary B&WC)

*[Signature]*  
27/4/17  
Chairperson, B&WC

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| <b>BOG/36/6</b> | <b>Proposal to appoint Prof. M. Rahman, Professor Emeritus, National University of Singapore as Visiting Professor in Mechanical Engineering discipline of the Institute as proposed by Japanese collaborators</b> |
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A proposal has been received from Prof. Vijay Kumar Gupta, Head, ME Discipline to appoint Prof. M. Rahman, Professor Emeritus, National University of Singapore as Visiting Professor in Mechanical Engineering discipline of the Institute on the following terms and conditions:

- (i) Travel charges from port of landing to Jabalpur and back.
- (ii) Honorarium @ Rs. 5000/- per day which is as per with the per day salary of Professor in the Institute.
- (iii) Honorarium for delivering lectures as per the approved rates by the Board of Governors.

A brief CV of Prof. Rahman is placed as **BOG/36/Annexure-IV (Page 18 to 22 )**.

To,  
The Director,  
PDPM IITDM  
Jabalpur

Date: 24-04-2017

Sub: Appointment of Prof. M. Rahman, Professor Emeritus, National University Singapore as Visiting Professor

Respected Sir,

Prof. M. Rahman, Emeritus Professor, National university of Singapore is renowned faculty and researcher in the area of micro/nano machining and manufacturing processes. He is the first researchers in the world to propose compound machining processes using both conventional and non-conventional simultaneously and/or sequentially, especially in the areas of micro and nano machining. He is also the Director of Mikrotools Pte. Ltd, Sigapore. He is in the editorial board of international journals such as "Japan Society of Mechanical Engineering", "Journal of Engineering Design" and others. He has published more than 250 research papers and holds three patents.

Looking to his experience in the field of Manufacturing, it is proposed that he may be appointed as Visiting Professor in the Discipline of Mechanical Engineering for two years. During the period, he will visit the institute for some weeks in a semester and will help faculty and students of Mechanical Engineering on research activities in the field of Micro-nano manufacturing and related area. It is also proposed to explore the opportunity of having joint research, writing research projects, joint supervision of thesis. In addition, he may also deliver some lectures. Prof. Rahman name has been proposed as the visiting professor by the core committee from the Japan under the IITDM-Japan collaboration.

It is proposed that he may be reimbursed for each visit:

1. Travel charges from port of landing to Jabalpur and back
2. Honorarium @Rs. 5000/- per day which is as par with the per day salary of Professor in the Institute.
3. Honorarium for delivering lectures as per the approved rates by the Board of Governors.

In addition, he may also be reimbursed air fare from Singapore to port of landing in India from the institute corpus fund.

Submitted for kind consideration. A brief CV of Prof. Rahman is attached herewith.

Yours Sincerely

  
24/04/2017

(Vijay Kumar Gupta)

Head, Mechanical Engineering

Enc: 1. CV of Prof Rahman

2. Correspondence of mail from Prof. M. Kiuchi

Registrar

Pl. put up in the forthcoming  
BOG.

  
24/4/17

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24/4/17

Dr Mustafizur Rahman  
Professor, Department of Mechanical Engineering  
National University of Singapore  
9 Engineering Drive 1, Singapore 117576  
Office Phone number: (65) 65162168; Mobile Phone Number: (65) 96250042  
E-mail: [mpemusta@nus.edu.sg](mailto:mpemusta@nus.edu.sg)

#### **Academic Degrees**

- Dr. Eng., 1979, Tokyo Institute of Technology
- M. Eng., 1976, Tokyo Institute of Technology
- B.Eng., 1969, Bangladesh University of Engineering & Technology.

#### **Professional qualifications**

- Professional Engineer (Singapore), 1987.
- Chartered Engineer (IMechE., UK), 1986.

#### **Scholarships**

- 1972 – 1979: ‘Monbusho’ (Ministry of Education, Govt. of Japan) scholarship for Japanese Language (1972 – 1974), M. Eng. (1974 – 1976) and PhD (1976 – 1979) studies.
- 1979 – 1981: JICA (Japan International Cooperation Agency) scholarship for post-doctoral industrial attachment.
- 1989 – 1990: Hitachi Fellowship, Tokyo Institute of Technology.
- 1999 (Nov-Dec): Hitachi Fellowship, Tokyo Institute of Technology

#### **Employment History**

- 1970 - 1972: Assistant Production Engineer, Bangladesh Machine Tools Factory
- 1979 - 1982: Planning Engineer, Makino Milling Machine Co, Japan.
- 1982 - 1985: Lecturer, National University of Singapore
- 1985 - 1995: Senior Lecturer, National University of Singapore
- 1995 – 2004: Associate Professor, National University of Singapore
- 2004 – to-date: Professor, National University of Singapore

#### **Service in Professional Society**

- Regional Editor (for Asia): Int. J. of Mechatronics and Manufacturing Systems, UK
- Editorial Board Member, Journal of Engineering Design, UK
- Editorial Board Member, Journal of Machine Engineering, Poland
- Editorial Board Member, Journal of Manufacturing Technology, India
- Editorial Board Member, International Journal of Automation Technology, Japan
- Editorial Board Member, International Journal of Precision Engineering, USA
- Editorial Board Member, International Journal of Manufacturing Science and Technology, France
- Editorial Board Member, International Journal of Materials Processing Science and Technology, China
- Editorial Board Member, International Journal of Precision Technology, UK
- Editorial Board Member, International Journal of Precision Engineering and Micro Systems Design, KSA

#### **Visiting Professorships**

- Visiting Guest Professor, Tokyo Institute of Technology, Tokyo, Japan, December 1989 – July 1990
- Distinguished Visiting Professor, Mechanical Engineering Dept., Changsha National University, China, June 2011
- Visiting Professor, Mechanical Eng Dept., Tokyo University of Agriculture and Eng, Tokyo, Japan, June 2003
- Visiting Professor, Dept of Manufacturing Eng, University of Malay, Kuala Lumpur, May 2009 – April 2010.

### Research Interests

- Innovations in design and manufacturing process.
- Design and development of new machine tools for Micro/Nano (Ultra-precision) machining.
- Development of innovative processes for Micro/Nano (Ultra-precision) machining.
- Design and development of industrial process.

<https://www.dropbox.com/s/37pkomjykh8yh8a/Research%20Contributions.docx?dl=0>

### Research Grants

As a Principal investigator and a collaborator I have obtained the following research grants from the university, the industry and government agencies:

- The optimization of parameters in tool and die and machinability studies, Ministry of Science and Technology, Singapore, 1982-86, \$1,042,000.
- Stability analysis of machine tools, National University of Singapore, 1984-1990, \$226,750.
- Stability analysis of lathes, Makino Asia Pte Ltd, 1985-1987, received a donation of a lathe worth \$30,000.
- Integrated machinability data base system, National University of Singapore, 1986-1991, \$176,450.
- A study on the machining parameters of Inconel 718, Sumitomo Electric Co. 1992-1994, \$10,000.
- Tool conditions monitoring, National University of Singapore, 1994-1998, \$311,900.
- Investigation for manufacturing culture-related specification of Asian-oriented machine tools, International Scientific Research Program, Ministry of Education, Japan, 1997-1999, Yen 28,000,000.
- Design, development and fabrication of a miniature machine tool for micro machining, National University of Singapore, 2000, \$215,000.
- Diamond turning of nickel-plated molding dies, National Science and Tech Board, Singapore, 2001, \$1,400,000.
- Development of an integrated and intelligent ELID grinding system for micro fab, 2003-2005, \$250,000.
- Design, development and fabrication of an ultra-precision machine for nano machining, 2003 – 2006, \$89,500.
- Development of hybrid CMP-ELID grinding system for nano surface generation on silicon, 2003 – 2007, \$396,350
- Design, development and fabrication of an ultra-precision Machine for nano machining, 2005 – 2008, \$124,000
- High Speed machining of Titanium alloys, Hitachi Japan, 2006 – 2007, \$14,000
- Development of an on-machine measuring device, Mitutoyo, Japan, 2005 – 2008, \$36,000.
- Joint-lab on Large Format Machining, SIMTech Singapore, 2014 – 2019, \$1,250,000.
- Large Format Machining, A\*Star, Singapore, 2015 – 2018, S\$2,730,000

### Prizes and Awards

- “Best Paper” Nomination Award for the paper entitled “Micro machining of silicon by Electrical Machining, presented at the 4<sup>th</sup> International Machining and Grinding Conference, SME, Detroit, USA, 2001.
- Merit Award from the Production and Standard Board of Singapore for significant contribution in preparing quality Code of Practices (CPs), 2001.
- IES Prestigious Eng Achievement Award, 2004 for 'Development of a Miniature Machine Tool for Micro Machining'.
- Mori Seiki International Exchange Prize for micro machining, 2004:
- Andrew Fraser Prize 2004, first runner's up, “High-speed milling of titanium alloys using binder-less CBN tools”
- Mitutoyo Association for Science and Technology Japan Research Award, 2004
- The 19<sup>th</sup> Engineering Faculty Innovation Merit Award for “Development of a miniature ultra-precision machine for ELID grinding”, 2005
- The Japan Society of Mechanical Engineers, LEM21 Leading Edge Manufacturing Achievements Award, 2005
- Mori Seiki Bronze Medal for International Micro Machining, 2006
- Andrew Fraser Prize 2007, finalist for the paper “Development of a fast and fine tool servo system for ultra-precision diamond lathe” *Int. JMTM*.
- Machine Tools Research Foundation Award, 2007
- Best Entrepreneur Award 2007, finalist, Business Incubation of Global Organizations.
- Machine Tools Research Foundation Award, 2008
- William Jonson Gold Medal for Life Time Achievement in Advancement of Material and Processing Tech, 2009.
- “Best Paper” “An Improved FTS-based Diamond Turning Approach for Tool Path Generation of Micro-structured Surfaces”, Asian Symposium for Precision Eng and Nanotech 2009, Kitakyushu, Japan.

- Machine Tools Research Foundation Award, 2009
- A M Strickland Prize 2009 by the Manufacturing Industries Division of the Institution of Mechanical Eng, UK

#### Patents

- Development of an *AlGas* sensor for detection of contact pressure
- Miniature machine tool for micro machining
- A Hybrid Turning-EDM Process for On-Machine Fabrication of Ultra Sharp Tool and Machining High Aspect-Ratio Micro-Feature.

#### Books

- Advanced Machining Processes, Mustafizur Rahman, Compiler Volume 13, Saleem Hashmi, Series Editor, June 2014, Elsevier UK.
- *Present State of Machine Tool Technology Problems to be Solved for Further Development*, Ito, Y, N Nishiwaki, T Nakahara, M Tsutsumi, M Koizumi, Y Saito and M Rahman.

#### Book Chapters

- Fathima, K, M Rahman\*, A Senthil kumar and H S Lim, "A study on some factors affecting the mechanism of ELID grinding". In International Progress on Advanced Optics and Sensors, ed. Ohmori, comp. Universal Academic Press, 283-2982003.
- Sun, Jie, Y S Wong\*, M Rahman, Z G Wang, K S Neo, C H Tan and H Onozuka, "Effects of coolant supply methods and cutting conditions on tool life in end milling titanium alloy". In Mechatronics, ed. Clarence De Silva. Mercel & Decker, 2006.
- Wang, Z G, M Rahman\*, Y S Wong, K S Neo, J Sun and H Onozuka, "Modeling of Cutting Forces during Machining". In Mechatronics, ed. Clarence De Silva. Mercel & Decker, 2006.
- Chandra\*, Nath, X.Q Zhang, A Senthil Kumar and M Rahman, "Ultrasonic Vibration Cutting: Part II: Ductile Cutting and Analytical Force Models for the Elliptical Vibration Cutting Process". In Comprehensive Materials Processing, Vol. 11, Elsevier UK Ltd, 2014.
- Senthil Kumar\*, A, M Raghavendra Aravind, W K Neo and M Rahman, "Fast and Fine Tool Servo for Ultra precision Machining". In Comprehensive Materials Processing, Vol. 11, Elsevier UK Ltd, 2014.

#### Publications

I have authored more than 450 journal and conference papers, and most of them are published in very reputed international journals, like, IJMTM UK, CIRP France, ASME USA, JSPE Japan, etc.

I have presented 77 papers as Keynote, Plenary and Invited addresses in very reputed international conferences, like, ICOMM USA, 4M Europe, JSME Japan, AIMTDR India, etc.

<https://www.dropbox.com/s/pthnupp5jyrm4no/Publications.docx?dl=0>

#### Google Scholar Citation Record (04/03/2017)

| Citation indices | All   | Since 2012 |
|------------------|-------|------------|
| Citations        | 11850 | 7235       |
| h-index          | 54    | 37         |
| i10-index        | 288   | 196        |



#### Spin-off Companies

- Mikrottools Pte. Ltd. – Director  
A company that focuses on the design and development of machine tools and systems for micro and nano machining. It is also engaged in the development of innovative modern machining processes especially on micro and nanomachining areas.

- Shimanto Engineering Pte. Ltd. - Director  
A company that focuses on the design and development of off-shore marine products

|                 |   |
|-----------------|---|
| <b>BOG/36/7</b> | <b>To discuss the issue of pay anomaly of Professors/Associate Professors recruited between August 18, 2009 and April 23, 2014.</b> |
|-----------------|---|

Prof. Kondekar, Associate Professor and Dr. P. K. Jain, Assistant Professor had applied for the post of Professor and Associate Professor on direct recruitment basis between the period of August 18, 2009 and April 23, 2014. Due to changed policy of the MHRD for IITs vide letter No. F. No. 23-1/2008/TS.II dated August 18, 2009 these recruitees were given AGP of Rs. 10000 with minimum basic of Rs. 43000 to the Professors and AGP of Rs. 9000 with minimum basic pay of Rs. 37400 to the Associate Professors. Whereas the Professors and Associate Professors recruited before these dates i.e. September 18, 2009 were given AGP of 10500 and 9500 respectively with higher minimum pay.

The MHRD implemented the 4 tier system which has come into effect from 23<sup>rd</sup> April 2014 has again implemented the AGP of 10500 and 9500 for Professors and Associate Professors respectively. Presently in Institute there are two categories of Professors and Associate Professors in two different AGPs. To bring them at par with other Professors and Associate Professors their AGP and pay may be mapped in the 4 tier structure so that the grievances of these faculties may be redressed. Representation submitted by Professor PN Kondekar and Dr. Prashant Kumar Jain (Associate Professor) are placed herewith as **BOG/36/Annexure – V ( Page 24 to 59 )** for consideration.

Date: 26<sup>th</sup> April 2017

To  
The Director  
PDPM-IITDMJ

SUB: About Normalization of My Salary and Basic Pay and Restore my honour in term my experience and qualifications and the nature my work

Dear Sir

I wish to bring to your kind notice the sequence of events before joining and after joining the institute. I have applied this Institute on 9<sup>th</sup> Nov 2009 for the Post of Professor in ECE. And I received the Call letter for the Professor Position attached herewith and Interview was conducted for the same position. Unfortunately, the offer letter made to me was of Asso. Professor in ECE and when I discussed with the then Director, she said that after one year they will consider for the Professor position. Even after working as a faculty, in the World raking 50 University in South Korea KAIST (6 Years) and as Director of SIT (Symbiosis Institute of Technology, Pune) before coming here.

It was made difficult for me to enter the Govt. funded Institute which was my strong desire. Finally, I decided to join thinking that, my issue will be dealt by authorities at appropriate time in near future and based my performance, but till date, even after entire campus is aware of the Injustice in term of same position different pay (pay parity) the authorities have not resolved my issue/grievance and provided me relief yet! On the Contrary, they appreciate my work and my contributions and always put me on the top for performing any of the administrative, teaching & research or any other sort of issues of policy making etc. In-fact, I am very much thankful to Director and BoG for believing in me and my potential and the approach with which I deal the critical issues of all sorts.

PI refer to my earlier applications regarding this issue attached herewith. I joined here on 25<sup>th</sup> Jan 2010, even though there was a huge difference in the Pay Scale offered to other Asso. Prof joined before me. They were offered IIT Scale and I was having lower pay scale for the same position causing me a huge loss

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financially and even dignity and honour. I have kept this issue aside without affecting my day to day enthusiasm to work hard and I contributed on all aspects of the Institute development and all are well aware about my contributions.

Finally, I was offered full Professor Position through Direct Recruitment (open advertisement in 2012) only in July 2012 after more than two years! Please see the attachments. Here too, my salary was not normalized in commensurate with my contributions and Experience and qualifications! I have represented this to the authorities but came to know that since other two members who were from the inception of institute and before, I joined the institute, were not eligible earlier; hence an treating me as an outsider, was made to suffer until they become eligible for professor position in ME Discipline. **Then during July 2012, three of us joined as professor (Dr V K Gupta and Dr. Tanuja Sheory in ME and Myself in ECE). Surprisingly, even though we have appeared the same selection committee, I was offered a lower Basic Pay and AGP, than the other two members. My appointment was through Direct Recruitment mode. The same selection committee offered a Very High Basic pay and AGP through the CAS (career advancement scheme) mode which was abolished by MHRD now. This was a huge shock for me and has caused a huge loss of approximately more than Rs 22000/- (twenty thousand) per month!**

This is beyond any logic and violating the principle of natural justice and equality, that same selection committee offering the lower pay and AGP to direct recruitment and Higher pay for CAS. This was very diplomatically handled under pretext of Four Tier Scheme F.No 27-11/2011 TS-1 dated 18th Sept 2013 and subsequently modified, F.No 27-11/2011 TS-1, as above dated 23rd April 2014, ***which In fact clearly mentions that CAS system is abolished*** and restore the IIT like Pay structure!

Also, please refer to Pay fixation statement erroneously (deliberately?) dated 9<sup>th</sup> July 2012 and that with Fixation of Professor Position Rs 43200/- and AGP Rs 10000/- as against the CAS appointed other two colleagues Dr V K Gupta and Dr Tanuja as Professor with AGP Rs 10500/- and Basic pay fixed at higher than Rs 48000/-! After I came to know about this I brought to the notice of authorities. And they modified only the Joining date to 5<sup>th</sup> July 2012, which was same as that of other two colleagues now. I came to know afterward that this was, only to



declare the other two colleague's senior to my candidature which is matter of investigation. I also wish mention here that there total Five Professor including ex Director. Except my case all are offered a very high basic pay and have been offered all the possible benefits when they were having minimum eligibility at the time of their appointment. You can very easily verify this from their personal file. An Annexure: I of my issue of pay parity

Kindly refer to attachments which are self-explanatory, you may need to refer to other two colleagues mentioned above mentioned.

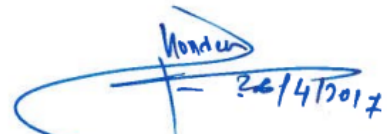
The attachments sequence

- 1) Advertisement & First Call letter for Professor Position
- 2) Offer letter and appointment and Joining and Pay fixation
- 3) Application cover for Professor Position & Call letter for Professor Position
- 4) Appointment Letter and Pay fixation error and correction
- 5) My appeal for normalization of salary dated 17<sup>th</sup> March 2015
- 6) My Second appeal for normalization of my Salary on 31<sup>st</sup> March 2016
- 7) Four tier Letter F.No 27-11/2011 TS-1 dated 18th Sept 2013

***I appeal to Normalize my Pay and gross salary, from the date of my appointments in this institute and provide me a natural justice allow me to work with my colleagues in a dignified manner of equal pay for same position from the date of appointments.***

Thanking you

Sincerely yours



Dr. Kondekar P N  
Ph.D (IITB), M.Tech (IISc)  
Professor (ECE)  
Dean (Planning & Development)

**Annexure I: pay parity explained**

- 1) Application for Professor Position, Interview for Professor Position and Offer letter for Associate position with Pay Fixation

In Pay Scale PB4 ( 37400-67000) AGP 9000 and Basic pay Fixed at 37400/- Instead of 43000/- and AGP Rs 9500/- as offered to others joined before me, a difference of Rs 6100 in the Basic Pay causing almost Rs 12000 Per Month including DA since 25<sup>th</sup> Jan 2010 due to inequality in the pay.

- 2) Application with an appeal to normalize my Pay for Professor Position, Interview for Professor Position and Offer letter for Professor Position (3 Months delay in Declaration of Results of Interview) offered pay band PB4 ( 37400-67000) AGP 10000/- and Basic pay at 43200/- Instead of 48000/- and AGP 10500/- as offered to all others a difference of Rs 5300/- in Basic Pay at minimum eligibility causing almost Rs 11000/- per month since July 2012 due to inequality in the pay
- 3) The above sighted pay fixation was offered at minimum eligibility conditions and higher benefits were offered to others. In my case my qualifications, my experience and contributions in this institute and others were not given due regards



Dr. Kondekar P N  
Ph.D (IITB), M.Tech (IISc)  
Professor (ECE)  
Dean (Planning & Development)

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**PDPM**  
**INDIAN INSTITUTE OF INFORMATION TECHNOLOGY,**  
**DESIGN & MANUFACTURING, JABALPUR**  
(An Institute under Ministry of HRD, Govt. of India)

**Advertisement for Faculty Positions**

The Institute invites applications from Indian nationals for the following positions:

- Professor (Rs. 18400-500-22400)
  - Associate Professor (Rs. 16400-450-20000)
  - Assistant Professor (Rs. 12000-420-18300)
- (Pre-revised)

for its R&D activities and teaching of professional courses in the disciplines of Computer Science and Engineering (CSE), Electronics & Communication Engineering (ECE), Mechanical Engineering (ME) and Design as well as core courses of Mathematics, Physics and Material Science. The pay carries all allowances as admissible to Central Government employees stationed at Jabalpur and is likely to be revised as per the sixth pay commission.

Basic qualifications for the above posts are:

- Professor: Ph.D. with at least 10 years of teaching/research/industrial experience out of which at least 3 years should be at the level of Associate Professor.
- Associate Professor: Ph.D. with at least 8 years of teaching / research/ industrial experience out of which at least 3 years should be at the level of Assistant Professor
- Assistant Professor: Ph.D. with at least 3 years of teaching / research/ industrial experience.

Candidates must have (a) good academic background (b) ability and aptitude for teaching undergraduate as well as postgraduate courses and (c) experience in carrying out independent research. They should have publications in journals of repute and/or experience in carrying out developmental projects of merit. Basic degree in respective branch is preferred. Candidates applying for the higher positions may also be considered for lower positions. The Selection Committee may relax the professional experience requirements for candidates with exceptional academic record.

Application forms may be obtained by making a written request at the address given below along with a self addressed, unstamped envelope (26 cm x 11 cm) indicating discipline for which the application is sought. Forms can also be downloaded from the website [www.iitdm.in](http://www.iitdm.in). The last date of receipt of the completed applications is May 25, 2009.

Address for Correspondence:

Deputy Registrar, PDPM Indian Institute of Information Technology, Design & Manufacturing Jabalpur, IT Building, Jabalpur Engineering College Campus, Gokulpur, Jabalpur-482011 (MP) Tel: +91-761-2632273 Fax: +91-761-2632524 Email: [rnath@iitdm.in](mailto:rnath@iitdm.in)

Advertisement No. DE/1/2009

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PDPM



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

Mehgawan Dumna Airport Road, P.O. Khamaria 482005 India

Prof. Aparajita Ojha  
Director

December 09, 2009

To,  
Mr. Kondekar Pravin Neminath  
Department of Electrical Engineering  
Korea Advanced Institute of Technology-111  
305-732, Yusong-gu, Daegu  
South Korea  
Sub: Interview for the post of Professor (Electronics and  
Communication Engineering)

Dear Mr. Kondekar Pravin Neminath,

With reference to your application for a faculty position in the Indian Institute of Information Technology, Design and Manufacturing, Jabalpur, you are requested to be present at Jabalpur during December 23-24, 2009 for seminar presentation followed by an interview. The seminar presentation will be held on December 23, 2009 from 9:30 am onwards. You are therefore requested to prepare a presentation of 15-20 minutes duration on a topic of your current research/Ph. D work. Interview will be held on December 24, 2009 from 09:30 am.

You will be paid single round trip AC railway fare by the shortest route (for travel within India only) as per the Government of India rules.

You are requested to bring with you all the original certificates, testimonials and other relevant papers. If you are an employee of a Government/ Semi Government Organization or Institute and your application has not been sent through proper channel, please bring a "NO OBJECTION CERTIFICATE" from your employer, failing which your candidature may not be considered.

You are requested to confirm & intimate your travel schedule. Arrangement of your stay can be made upon receiving your request for accommodation. Please respond to us on the following mail ids: [director@iiitdm.in](mailto:director@iiitdm.in), [iiitdmjbp@gmail.com](mailto:iiitdmjbp@gmail.com).

With best wishes,

*A. Ojha*  
Aparajita Ojha

*B*

Ph.: +91-761-2632 615 Fax: +91-761-2632 524 email: [director@iiitdm.in](mailto:director@iiitdm.in) URL: [www.iiitdm.in](http://www.iiitdm.in)



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PDPM

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

Dumna Airport Road, P.O. Khamaria, Jabalpur 482005 India

Prof. Aparajita Ojha  
Director

IIITDMJ/Dir/R/2010/01-09  
Dated: January 08, 2010

Sub: Appointment to the post of Associate Professor.

Dear Dr. Pravin Neminath Kondekar,

With reference to your application for a faculty position in the Institute, I am pleased to inform you that the Chairman, Board of Governors has approved your appointment to the post of Associate Professor in the discipline of Electronics and Communication Engineering on the basis of recommendations made by the Selection Committee.

You will be governed by the general terms and conditions, to be regulated by the rules and bye-laws of the Institute in force from time to time and specific terms and conditions stated below:

|    |                              |   |
|----|------------------------------|---|
| 01 | Nature of Post & Appointment | The post is permanent and your appointment to the post is regular.  |
| 02 | Pay Band & Grade Pay         | Rs. 37400-67000 (PB-4) with AGP of Rs. 9000/-.  |
| 03 | Initial Salary Admissible    | Rs 37400/- + Rs. 9000/- (AGP) + 2 advance increments. 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.   |
| 04 | 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.  |
| 05 | Termination of Service       | a. During the period of probation, your services 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 from either side.<br>b. After confirmation, the appointing authority shall have the power to terminate your services 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, your retention in service is considered to be undesirable.<br>c. After Confirmation, the Board of Governors of the Institute shall have the power to terminate your services on grounds of retrenchment or economy by giving you six months notice in writing or on payment of six months salary in lieu thereof.<br>d. After confirmation, you may terminate your engagement to the appointing authority by giving three months notice provided that the appointing authority may for sufficient reasons either reduce this period or call upon you to continue till the end of the academic session in which the notice is received. |
| 06 | Leave                        | You will be governed by the leave rules of the Institute.   |
| 07 | Duties                       | As prescribed for the post and as may be assigned by the authorities of the Institute from time to time.  |

R

Aojha

Ph.: +91-761-2632 615 Fax: +91-761-2632 524 email: director@iiitdm.in URL: www.iiitdm.in

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|    |                                |  |
|----|--------------------------------|--|
| 08 | Traveling Allowance on Joining | TA on joining the Institute on initial appointment is admissible as per Institute rules in vogue.  |
| 09 | 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 one month from the date of your joining this post.   |
| 10 | 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.  |
| 11 | Retirement Benefits            | As applicable from time to time as per Institute norms.  |
| 12 | Age of Superannuation          | 65 (Sixty five) years or as modified from time to time.  |
| 13 | Property Declaration           | You will be required to submit a return on the prescribed form of all immovable property, owned, acquired or inherited or held on lease or mortgage either in your name or any member of your dependent family.  |
| 14 | 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 thereunder shall be applicable. If any declaration given or information furnished by you proves to be false or if you are found to have wilfully suppressed any material information, you shall be liable to removal from services, be that at any stage. |

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

- Attestation Form, in triplicate, duly completed (three copies of Attestation Form enclosed).
- Bio-data (format will be provided at the time of joining).
- Original certificates of your educational/ technical/ professional qualifications, date of birth and experience along with a photo copy each thereof for verification by the Institute Authorities.
- A declaration form in respect of Immovable property (in the enclosed form).
- A fresh and original certificate of SC/ ST/OBC along with a copy thereof, if applicable.
- A no objection/ relieving certificate in original from your present employer, if applicable.

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 and only if you are a citizen of India.

Looking forward to hear from you.

Yours sincerely,

*A. Rajita Ojha*

Aparajita Ojha

To,  
Dr. Pravin Neminath Kondekar,  
T/30-4, Manglam Apartment, 241/242 Lendra Park,  
Ramdaspath, Nagpur - 440010.

*[Signature]*

*[Handwritten marks]*

(12)

PF No 072

Date: 25th Jan-20

To  
The Director,  
2157 pm. Jeebalpur-

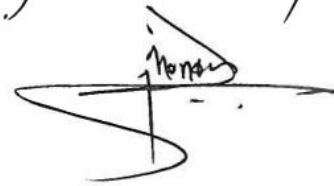
SUB. Joining duties.

Sir/Madam,

With reference to appointment letter  
HITOMT/Dis/R/2010/01-09. Dated. 8th Jan 2010  
I am happy to join my duties today-  
25th Jan-2010. fn.

Thanking you -

Yours faithfully



Dr. Kondelaz RN.

seen. Please file.

AJha  
25-1-2010

DK(admn)

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PDPM

**Indian Institute of Information Technology,  
Design & Manufacturing Jabalpur**

No. IIITDM/DR/2009-10/12/611

Date: January 25, 2010

**OFFICE MEMORANDUM**

In response to the offer made vide letter No.IIITDMJ/Dir/R/2010/01-09 dated 08.01.2010, Dr. Pravin Neminath Kondekar has joined on the post of **Associate Professor** at the Institute w.e.f. 25.01.2010 (F/N) in the PB-4 of **Rs.37400-67000 + AGP of Rs.9000/-**. His services will be governed by the terms and conditions as contained in the above mentioned letter and Institute's rules

The **Personal File Number** allotted to Dr. Pravin Neminath Kondekar is 072.

  
(Raghunath Battacharya)  
Dy. Registrar (Admn)

**Dr. Pravin Neminath Kondekar**  
Associate Professor (PF No. 072)  
PDPM IIITDM Jabalpur

Copy to:

1. Director
2. Dy. Registrar (F&A)
3. Personal File

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PDPM  
Indian Institute of Information Technology,  
Design & Manufacturing Jabalpur

**Pay-fixation statement in respect of Dr. Pravin Neminath Kondekar, Associate Professor**

Ref. MHRD Letter No. F.23-1/2008/TS-II dated 18.08.2009, CCS (Revised Pay) Rules-2008

|    |   |                                  |
|----|---|----------------------------------|
| 01 | Name  | Dr. Pravin Neminath Kondekar     |
| 02 | Designation   | Associate Professor (PF No. 072) |
| 03 | Date of joining   | 25.01.2010 (F/N)                 |
| 04 | Corresponding Pay Band  | Rs.37400-67000 (PB-4)            |
| 05 | Academic Grade Pay  | Rs.9000/-                        |
| 06 | Pay in pay band in terms of MHRD letter (referred to above)                                     | Rs.37400/-                       |
| 07 | Total Basic Pay (37400+9000)  | Rs.46400/- (A)                   |
| 08 | Two advance increments on A in terms of appointment letter on A (1400x2)                        | Rs. 2800/-                       |
| 09 | Pay in pay band after adding two advance increment in terms of appointment letter ( 37400+2800) | Rs.40200/-                       |
| 10 | Total Basic ( 40200+9000) after two advance increment   | Rs. 49200/-                      |
| 11 | DNI   | 01.07.2011                       |

*17/2/2010*  
Jr. Supdt.

*17/2/2010*  
DR (GA)

*17/2/2010*  
DR (F&A)

*17.2.10*  
Internal Audit

*AOJha*  
17-2-2010

**DIRECTOR**

*R*

Prof/ECE/03

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Date: April 20, 2012

To  
The Director,  
PDPM Indian Institute of Information Technology, Design & Manufacturing,  
Dumna Air-Port Road,  
Jabalpur 482011

SUB: Application for the post of Professor in ECE

Respected Madam

Kindly refer to my earlier application submitted on 9th Nov 2009, for the post of professor and subsequent Interview call letter (attached herewith) received at the time entry to this Institute and also another application in 4/2011 again for the above mentioned position!

Now, With reference to your advertisement ref. FA-01/2012, dated 24<sup>th</sup> March 2012, I am applying for the Post of Professor in ECE,

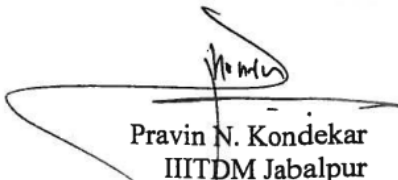
I am presently working here in IIITDM since 25<sup>th</sup> Jan 2010, the list of contributions during last two years here in IIITDM is attached herewith, I have a total of 23 years of teaching/research experience, moreover I have obtained my Doctoral Degree as a regular institute scholar at Electrical Dept, IIT Mumbai, and My masters, M.Tech in Electronic Design Technology, from CEDT, IISc Bangalore.

*I also would like bring to your kind notice that the due considerations for my experience and my education in the form of Higher Basic pay may be given to normalize my salary and honour.*

I am attaching here with the required application form along with a DD of Rs. 200 dated 27<sup>th</sup> March 2012, No: 000297 of Allahabad Bank, and all annexures and required documents and certificates are also submitted herewith.

Thanking you

Yours truly,

  
Pravin N. Kondekar  
IIITDM Jabalpur

R



पं. द्वारका प्रसाद मिश्र  
भारतीय सूचना प्रौद्योगिकी,  
अभिकल्पन एवं विनिर्माण संस्थान जबलपुर  
(मानव संसाधन विकास मंत्रालय, भारत सरकार द्वारा स्थापित)

Pt. Dwarka Prasad Mishra  
Indian Institute of Information Technology,  
Design & Manufacturing Jabalpur  
(An Institute established by MHRD, Govt. of India)

IIITDMJ/Dir./2012-13/07/ 2228  
Date: July 9, 2012

Prof. Aparajita Ojha  
Director

Dr. P N Kondekar  
Associate Professor  
PDPM-IIITDM Jabalpur

Dear Dr. Kondekar,

We are pleased to inform you that on the basis of recommendations of the Selection Committee, the Chairman, Board of Governors has approved your appointment to the post of Professor in the Institute with effect from July 5, 2012. Your salary will be fixed in the scale of 37400-67000, PB-4, AGP 10000/- (Basic Pay Rs. 43000/- plus AGP Rs. 10000/-) as per rules and will be intimated to you in due course of time. Other terms and conditions will be the same as were applicable to you when you were initially appointed at the Institute. You will be on probation for a period of one year on this post from the date of appointment to the post.

For fixation of your pay, you are required to exercise an option within one month from the date of receipt of this letter. The details of options are enclosed herewith.

With best wishes,

Yours sincerely,

*A. Ojha*  
Aparajita Ojha

Copy to:

1. Directors' Secretariat
2. Deputy Registrar (F&A)
3. Assistant Registrar (IA)
4. Personal File
5. Service Book

*Accepted as mentioned  
in the letter.  
Received  
[Signature]*

डुमना विमानतल मार्ग, पोस्ट ऑफिस - खमरिया,  
जबलपुर - 482005, म.प्र. भारत  
दूरभाष : +91-761-2632273, फेक्स : +91-761-2632524,  
वेबसाइट : www.iiitdmj.ac.in

*R*

Dumna Airport Road, Post - Khamaria,  
Jabalpur - 482005, M.P. India  
Phone : +91-761-2632273, Fax : +91-761-2632524,  
URL : www.iiitdmj.ac.in

**Pay-fixation statement in respect of Prof. P.N. Kondekar, Professor**

Ref. MHRD Letter No. F-23-1/2008/TS-II dated 18-8-2009, CCS (Revised Pay) Rules-2008

|    |   |                               |
|----|---|-------------------------------|
| 01 | Name of Govt. Servant   | Prof. P.N. Kondekar           |
| 02 | PF. No.   | 072                           |
| 03 | Date of joining in PDPM;IITDM Jabalpur  | 09-07-2012 (F/N)              |
| 04 | Existing Pay Band   | Rs. 37400-67000 (PB-4)        |
| 05 | Academic Grade Pay  | Rs.9000/-                     |
| 06 | Existing Basic Pay as on 09-07-2012 i.e. date of appointment                  | Rs.52200/- (A)                |
| 07 | Pay Band applicable to the post of Professor                                  | <b>Rs. 37400-67000 (PB-4)</b> |
| 08 | Academic Grade Pay  | Rs.10000/-                    |
| 09 | Pay as on date of appointment as Professor (excluding AGP) Rs. 52200-Rs. 9000 | <b>Rs. 43200/- ✓</b>          |
| 10 | Add 3% increment on (A)   | Rs. 1570/- ✓                  |
| 11 | Pay in Pay after adding one notional Increment (43200+1570)                   | <b>Rs. 44770/- (B)</b>        |
| 12 | Total Basic for the post of Professor (44770+10000) as on 09-07-2012          | <b>Rs. 54770/-</b>            |
| 13 | Date of Next Increment (DNI)  | <b>1-7-2013</b>               |

Prepared by

AR (Estt.)

AR (Internal Audit)

DR (GA/F&A/FA)

DIRECTOR

*fr.*

*Teemu*  
*23.7.12*

Date:- 2/08/20.

-10  
The Deputy Registrar, (Faculty Affairs)  
PDPM, IITDM, Jabalpur.

Sub:- Effective date of pay fixation

Dear Sir,

I came to know from my pay fixation sheet that my pay fixation to the post of Professor has been done w.e.f. 9th July 2012, whereas my offer letter shows my appointment as Professor w.e.f. 5th July 2012, and subsequently I accepted the offer vide letter dated 19th July 2012. From my date of appointment mentioned in my offer letter i.e. 5th July 2012.

You are requested to kindly look into the matter and process Re-fixation with effect from 5th July 2012.

375  
3/08/12

Thanking you

Dr. (P.N.)

for n.a.

✓  
02/8/12

Prof. KONDEKAR P.N.

Prof. Pundit the case in file.

Sd/- Pundit

Yours  
B.H. 112

**Re-Pay-fixation statement in respect of Prof. P.N. Kondekar, Professor**

Ref. MHRD Letter No. F-23-1/2008/TS-II dated 18-8-2009, CCS (Revised Pay) Rules-2008

|    |   |                        |
|----|---|------------------------|
| 01 | Name of Govt. Servant   | Prof. P.N. Kondekar    |
| 02 | PF. No.   | 072                    |
| 03 | Date of appointment to the post of Professor in PDPM-IITDM Jabalpur           | 05-07-2012 (F/N)       |
| 04 | Existing Pay Band   | Rs. 37400-67000 (PB-4) |
| 05 | Academic Grade Pay  | Rs.9000/-              |
| 06 | Existing Basic Pay as on 04-07-2012 i.e. date of appointment                  | Rs.52200/- (A)         |
| 07 | Pay Band applicable to the post of Professor                                  | Rs. 37400-67000 (PB-4) |
| 08 | Academic Grade Pay  | Rs.10000/-             |
| 09 | Pay as on date of appointment as Professor (excluding AGP) Rs. 52200-Rs. 9000 | Rs. 43200/-            |
| 10 | Add 3% increment on (A)   | Rs. 1570/-             |
| 11 | Pay in Pay after adding one notional Increment (43200+1570)                   | Rs. 44770/- (B)        |
| 12 | Total Basic for the post of Professor (44770+10000) as on 05-07-2012          | Rs. 54770/-            |
| 13 | Date of Next Increment (DNI)  | 1-7-2013               |

*Pankaj*  
Prepared by

*[Signature]*  
27.8.12  
AR (Estt.)

*[Signature]*  
27.8.12  
AR (Internal Audit)

*[Signature]*  
27.8.12  
DR (GA/F&A/FA)

*[Signature]*  
4-9-2012  
DIRECTOR

Date 17<sup>th</sup> April 2015

21

To  
The Chairman  
Grievance Committee, IIITDMJ

Dear Sir

I would like bring to your kind notice the following facts about my recruitment and causes of my grievances

- 1) After Serving as a faculty for 6 Years in South Korea out which 3 years in the KAIST (Korea Advanced Institute of Science and Technology a world ranking ~50 University) as regular faculty, I came back to India due family priorities and my children's education purpose, and I was serving as Director and Dean of the Symbiosis Institute of Technology Pune, in Oct 2008. Since it was a privet institute I was looking for an opportunity to serve Govt. Funded Institute near my Home town Nagpur,
- 2) In Aug 2009, there was an advertisement for all level of Faculty positions in IIITDMJ and I sent an application for the professor in ECE position.
- 3) I received a Call letter specifically mentioning Interview for Professor Position. The call letter was dated 9<sup>th</sup> Dec 2009, requesting to appear for open presentation and committee Interview on 23 and 24<sup>th</sup> Dec 2009 respectively. I appeared for both these event successfully
- 4) I was told by the, then Director that IIITDM follow IIT pay structure, since the Advertisement was not having this information which was surprizing for me. I was also told that the Professor position will have Basic fixation similar to IIT
- 5) Since I was serving in South Korea for almost 6 years, I was not having any idea about the pay scales and sixth pay or IIT pay etc.
- 6) Interview held on 24<sup>th</sup> Dec 2009 was for Professor Position.
- 7) I got a telephonic call during first week of Jan 2010 by the then, Director congratulating me for successful candidature! I was very happy to know

that I got an opportunity to contribute to Govt. Sector Institute. When I requested her to let me know the Pay Scale and Gross salary, She said don't worry you will get equivalent to professor full pay with 2 additional Increments, but your designation will be initially Associate professor! It was a great shock for me! I was very nervous, and enquired why this was not indicated to me during the Interview itself. Director said the committee says first let him join initially as Associate professor in ECE and within a year you will get an opportunity to get full professor! Sir I was having more than required minimum eligibility requirement for the post of professor and the Call Letter was for Professor Position. I was not able to understand why the employer behaved in this manner violating the principles of equal opportunity and natural justice. But after spending one year, I could understand why that happened with me at that point of time, which I have mentioned in the last few points.

- 8) I was keen on joining government funded Institute near Nagpur! So finally, I agreed to join Institute specifically appealing to normalize my salary in accordance with my experience and qualifications. To my surprise the promised IIT pay was missing from the appointment letter even for the associate professor! Director said that, soon it will be restored by MHRD and there are effort going on! It was basically a huge loss of position and salary too! I could not understand why there will be two different pay scales for the same position within the Institute. Interestingly Institute authorities were enjoying
- 9) I joined the Institute on 25<sup>th</sup> Jan 2010, and started contributing (without making any issue of my grievance!) to almost all aspects of the Institute development teaching and research; you can always verify my contributions during last 5 years now form all students and officers/faculty. In May 2011 there was an Advt. again, I applied for the Professor position, but the Director did not conduct the Interviews for higher positions. She only conducted entry level Asst. prof Interviews. I was disappointed and met the Director but she did not give any reason for cancelling the Interviews for Higher Position.
- 10) After spending almost one year again there was an Advt. 1/2012. I met the Director, she said to again apply for the professor Position and again I received a Call letter for the Professor Position. During the Interview Director her self-praised a lot about my work and contribution in Lab development, course curriculum development and teaching, especially

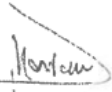


the Institute building and administrative activities. During my tenure as a Chairman Placement Cell our Institute saw first time in the history of the Institute the Quality placement and opportunities made available to deserving students through immense effort of projecting our Institute credentials to corporate sector personally by arranging visit

- 11) Finally, I got the professor position in ECE and Joined on 5<sup>th</sup> July 2012
- 12) I realized that, the Director also promoted two of my colleagues Dr. Vijay Gupta and Dr. Tanuja through CAS (career advancement system) to protect their IIT pay scales! They were offered Prof Position as soon as they become eligible for that position. I was offered the Professor position through direct recruitment since the AGP (academic Grade Pay) for Direct recruitment Prof. Position was Rs 500/ less i.e. (Rs. 10000/-) than CAS (Rs 10500/-). Director sighted that since my scale is less, I will be Junior to them in the list even though the joining date is same (Even though they are almost 7 to 8 years younger with less experience)

Here, it was abundantly clear for me, why the Authority behaved in this manner to exploit my situation. My repeated requested to normalize my salary were never heard!

I sincerely appeal to the Hon. Committee members to look into all these events very closely from my personal file and all applications that I submitted. I am sure you will understand, what has happened with me. Kindly resolve my grievance based on the equal opportunity and natural justice principles.

  
Kondekar P. N.  
Professor & Head ECE  
Mobile No 9425805445

Date: March 31, 2016

To  
The Director  
IIIDM Jabalpur

**SUB: Application for the post of Professor in ECE (Micro & Nano Electronics) with AGP 10500/- and appeal for Normalization of my Salary compared to the similar recruitment at that point of time (CAS for Internal Candidates offering very high benefits as compared to Direct Recruitment for outside candidate)**

Attached herewith: Application Form along with all the attachments and annexures required

Dear Sir

With reference to advertisement on our institute website, I am applying for the above mentioned post. With regards to this I would like to bring to your kind notice that, I am currently working as a Professor with AGP 10000/- in our institute.

I have applied to our Institute in Aug/Sept 2009 for the Professor in ECE position and received the call letter by Institute for Professor Position only. I have appeared before the Selection Committee meant for Selection of Professor in Dec 2009! In Jan 2010 I received a phone call from the Director congratulating me that I have given an excellent Interview and afterward said that we will be offering you the Salary equivalent to Professor Position but offer initially a position of Associate professor in ECE! I was surprised and asked why they did not discuss this during Interview. But I was told that normally we don't offer Professor position to outside candidate directly, but asked not to worry, next year they can consider for Professor position after looking into my performance, but any way your salary will equivalent to Professor! But this Associate Professor was with 37400/- initial basic and not Rs 42800/- as applicable to IIT Scale already availed by many initially in the Institute! Only two increments were offered to me while fixing my salary.

Since I was Interested in Serving for Government funded Institute (CFI), I joined the Institute, I would like to bring your kind notice that, I was not aware or having knowledge about 6<sup>th</sup> Pay or IIT Scales, Basic DA etc., Since for long duration (6 years), I was serving as a faculty in KAIST (~world ranking 50), South Korea and thereafter was working as founding Director of Symbiosis Institute of Technology Pune almost for a year. I joined the Institute on 25<sup>th</sup> Jan 2010, and found that even the promise made for offering salary equivalent to Professor (IIT Scale) was not given. I brought this to the notice of the Director but I was told to wait, I never made an issue of this any further



and dedicated my services to institute full heartedly and contributed in teaching and research and other administrative duties facilitating the Institute smooth functioning.

In 2011 there was another advertisement and I again applied for the Professor Position as suggested by Director. I again received call letter, but unfortunately only Entry level position Interviews were held and Professor Interviews were cancelled due to unknown reasons! I requested director several times but unfortunately the Interviews did not happen.

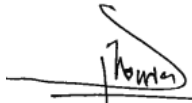
In 2012, Director called me and asked me personally, that this time I must apply again, and she literally praised my work related to teaching, lab development, about the immense efforts that I took for creating right placement opportunities for our students etc. in front the Selection Committee. I came to know that, same Committee also took interview for CAS (career advancement scheme) applicants for other two colleagues Dr V K Gupta and Dr. Ms Tanuja Sheorey. Unfortunately result of direct recruitment was also held for more than 2 months along with CAS due to unknown reasons. We all know that direct recruitment results normally declared very fast in Institute of national importance (INI)! Finally all of us got Professor Position with same date of joining and surprisingly the Direct recruitment were offered AGP Rs 10000/- with Rs 43000/- and CAS were offered AGP 10500/- with 48000/- fixation! (IIT)

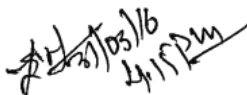
This sequence of unfortunate and deliberate events has caused a huge loss of my career graph and dignity also felt very unlucky for not belonging to Initial lot of lucky people. I felt victimized and vulnerable being outsider struggling to contribute honestly without hurting or even raising this issue earlier.

**This is my sincere appeal, to look into my experience details, and qualifications and now my contributions to this Institute and at least now justify and normalize my salary compared to the similar recruits at that point of time and offer me justice and dignity.**

I would like assure that, this issue was never an obstacle or will never be an issue for honestly contributing to teaching & research and other duties.

Sincerely your

  
Kondekar P N 21/3/2016.  
Professor & Head of ECE  
PDPM -IITDM Jabalpur

  
21/3/2016  
24/3/2016

h

F.No.27-11/2011 Ts.1  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section - 1

Shastri Bhawan, New Delhi  
Dated the 18<sup>th</sup> Sept, 2013

To

54393  
The Director,  
Indian Institute of Information Technology Design &  
Manufacturing- Jabalpur,  
Dumna Airport Road, P.O.: Khamaria,  
Jabalpur - 482 005, Madhya Pradesh

Sub : Implementation of 4 tier flexible faculty structure in the Indian Institute of Information Technology - reg

Sir,

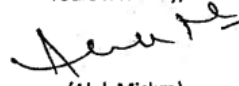
It has been decided to implement the 4 tier flexible faculty structure in the Indian Institutes of Information Technology, as it is in IITs, subject to the following conditions:-


- (i) On adoption of the flexi cadre system, the institute will dispense with CAS policy.
- (ii) The norms with regard to qualification and experience required for career progression, as enclosed could be followed in toto. Any other norms for career progression adopted by IITs would also ipso facto apply to the 04 old IITs
- (iii) The Board of Governors of PDPM-IITD&M Jabalpur will formally approve adoption of the flexi cadre system and the revised norms for career progression.

2. This issues with the approval of Hon'ble Human Resource Minister/Integrated Finance Division of the Ministry.

Encl : as above

Yours faithfully,

  
(Alok Mishra)  
Director

  
19/9

**Norms of 4-tier Flexible Cadre Structure of Faculty Posts in the Indian Institutes of Information Technology (IIITs)**

| Sl. No. | Designation, Pay Band and Academic Grade Pay   | Essential Qualification and Relevant Experience  |
|---------|--|--|
| 1.      | <b>Assistant Professors (On contract)</b><br>PB-3 of Rs.15600-39100 with AGP of Rs. 6,000/- p.m. | <p>(i) Assistant Professors to be recruited on contractual basis are not part of the regular faculty cadre in IIITs. Appointment at this level may be made on contract basis to enable bright young Ph.D. scholars to teach and earn experience in premier institutions.</p> <p>(ii) At the entry level they may be placed in Pay Band (PB) -3 of Rs.15600-39100 with Academic Grade Pay (AGP) of Rs..6,000/- p.m. with seven non-compoundable advance increments.</p> <p>(iii) To encourage fresh Ph.D.s to join the teaching system, at least 10% of the total faculty strength should be recruited at this level. However, relaxation in respect of educational qualifications could be given upto 25% of total Assistant Professors recruited. The reasons for such relaxations should be duly recorded and reported to the respective Board of Governors (BoGs)/ Board of Management (BoM) of IIITs</p> <p>(iv) After one year of post Ph.D. experience, these Assistant Professors shall be placed in the AGP of Rs.7,000/- p.m.</p> |
| 2.      | <b>Assistant Professors</b><br>PB-3 of Rs.15600-39100 with AGP of Rs. 8,000/- p.m.               | <p>(i) To be appointed in PB-3 to be placed at Rs..22500/- with AGP of Rs.8,000/- p.m. For direct recruits, minimum pay in the Pay Band to be fixed at Rs.30,000/-.</p> <p>(ii) For appointment as Assistant Professor, one should have a Ph.D. with first class at the preceding degree 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.</p> <p>(iii) Assistant Professors on completion of 3 years of service shall move to Pay Band of Rs.. 37400-67000 (PB-4) with an Academic Grade Pay (AGP) of Rs..9,000/- and will, however, continue to be designated as Assistant Professor.</p>   |

Contd...

| Sl. No. | Designation, Pay Band and Academic Grade Pay   | Essential Qualification and Relevant Experience   |
|---------|--|---|
| 3.      | <b>Associate Professors</b><br>PB-4 of Rs.37400-67000 with AGP of Rs.9,500/- p.m.  | <p>(i) 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. 42,800/-.</p> <p>(ii) For appointment as Associate Professor, one should have a Ph.D. with first class at the preceding degree 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.</p>  |
| 4.      | <p><b>Professors</b><br/>PB-4 of Rs.37400-67000 with AGP of Rs.10,500/- p.m.</p> <p><b>Professors: HAG Scale</b><br/>(Rs.67000-79000) without any GP</p> | <p>(i) For appointment as Professor, one should have a Ph.D. with first class at the preceding degree or equivalent with a very good academic record and a minimum of 10 years experience of which at least 4 years should be at the level of Associate Professor.</p> <p>(ii) For Direct Recruits, Minimum pay in the Pay Band to be fixed at Rs.48,000/-.</p> <p>(iii) Upto a maximum of 40% of the sanctioned posts of Professors after regular service of 6 years as Professor can be awarded HAG Scale of Rs. 67000-79000 without any GP in ISM after fulfilling the eligibility conditions given in the guidelines for implementation of HAG scales in the Ministry's letter No. 34-9/2012-TS.III dated 22.3.2013.</p> <p>(iv) While implementing the HAG scales, those Professors who are appointed as Directors in the 04 old IIITs by the MHRD, shall deemed to have been placed in the HAG scale notionally from the day they took charge as Directors in IIITs or from the day the guidelines were issued by the Ministry vide its letter No. F.23-1/2008-TS.II dated 18.8.2009, whichever is later.</p> |
|         |  |   |

Date: April 20, 2017

To,  
Director,  
PDPM-IIITDM Jabalpur

Subject: Request for Grade Pay revision and pay fixation

Dear Sir,


I would like to draw your kind attention on pending issue of revision of grade pay and pay fixation accordingly (submitted long back to Grievance committee constituted by BOG) in view of the following facts:

1. I have joined the Institute as Assistant Professor in the AGP of ₹8000/- on 1<sup>st</sup> July 2009 i.e. before 18<sup>th</sup> August, 2009, i.e. in IIT scales (Pay fixation as per sixth pay commission).
2. I have appeared for the interview to the post of Associate Professor in June 2012. I have been offered the said post as direct recruit with AGP of ₹9000/- (with ₹37400/- basic) and accepted the offer w.e.f. 5<sup>th</sup> July 2012.
3. I have completed three years of the service in the AGP of ₹8000/- as on 1<sup>st</sup> July 2012, to become eligible for AGP of ₹9500/- and designated as Associate Professor as per the MHRD order No.3-27/2009-TS.II dated 30<sup>th</sup> December, 2009.
4. I have already faced the selection committee in June 2012 which recommended the grade pay of ₹9500/- to other colleagues through CAS as per the MHRD order No.3-27/2009-TS.II dated 30<sup>th</sup> December, 2009.

Therefore I request you kindly revise my Designation from Assistant Professor to Associate Professor and Pay (i.e. AGP) from ₹8000/- to ₹9500/- with basic of ₹37400/- during the period July 1-4, 2012 and thereafter my pay should be fixed accordingly with the AGP of ₹9500/-.

Thanking you in anticipation.

Yours sincerely

  
Prashant K. Jain  
Associate Professor, ME Discipline  
PDPM-IIITDM Jabalpur

forwarded  
  
21/04/2017

64  
20/04/17

IED  
1056  
21/04/17

64  
6/4/17

AR (EST)

Pl do the following:

1. Verify the details given
2. Was any mapping done after the notification dated 18.9.2013
3. What does the rule say about the name

  
26/4/17

No.3-27/2009-TS.II  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section-II  
-----

New Delhi, 30<sup>th</sup> December, 2009

- To,
- (i) The Director,  
Indian School of Mines (ISM),  
Dhanbad -826004
  - (ii) The Director,  
Indian Institutes of Information Technology (IIITs),  
Deoghat, Jhalwa, Allahabad-211002
  - (iii) The Director,  
Indian Institutes of Information Technology  
Design & Manufacturing (IIITDM), Kancheepuram
  - (iv) The Director,  
Indian Institutes of Information Technology (IIITs),  
Morena Link road, Gwalior-474003 (MP)
  - (v) The Director,  
Indian Institutes of Information Technology  
Design & Manufacturing (IIITDM), IT Bhawan,  
Jabalpur Engg. Campus, Ranjhi,  
Jabalpur-482011 (MP)

**Subject: Implementation of Career Advancement Scheme for the faculty of ISM, Dhanbad and IIITs -reg.**

Sir,

I am directed to state that the Government of India has decided to implement a Career Advancement Scheme for the faculty of the Indian School of Mines, Dhanbad and Indian Institutes of Information and Technology (IIITs) consequent to the Implementation of the revised pay structure notified vide this Ministry order dated 18<sup>th</sup> August, 2009.

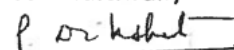
2. For teachers who joined the institutions after issue of the revised pay structure i.e. 18<sup>th</sup> August, 2009, the Career Advancement Scheme will be as follows :

- (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.

- (iv) Lastly, existing Associate Professors who are being placed in the revised Academic Grade Pay of Rs.9500/- may be eligible to move after 4 years in this AGP to AGP of Rs.10,500/- with pay in the Pay Band fixed as per normal pay fixation rules of giving one increment of 3%. Eligibility of Professors for AGP of Rs. 12,000/- will be the same as laid down in para 2(v) of this order.

4. There will be no further fresh recruitment at the level of Associate Professor with Grade Pay of Rs.9500/- or at the level of Professor with entry pay of Rs.48,000/- along with Grade Pay of Rs.10,500/-. Fresh recruitments will be made in the grades approved for National Institutes of Technology (NIT).

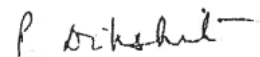
Yours faithfully



**(Pratima Dikshit)**  
**Director (TC)**

Copy to:

1. Ms. Seema Raj, Director (IIITs), Department of Higher Education, Ministry of Human Resource Development (MHRD).
2. PPS to Secretary (HE), MHRD
3. PS to AS (HE), MHRD
4. PS to AS & FA, MHRD
5. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.



**(Pratima Dikshit)**  
**Director (TC)**

Date: April 21, 2017

To,  
The Director,  
PDPM-IITDM Jabalpur

Subject: Grade Pay Parity Issue Regarding Associate Professor position

Dear Sir,

I wish to bring to your kind notice the following points with reference to my request

PDPM-IITDM was established in 2005 in Jabalpur with IIT Kanpur as its mentor and with same pay structure as IITs. From 2005 to 2009 faculty recruitments were carried out as per IIT pay scales including myself. Then as a result of revised pay scales by MHRD order dated 18th Aug 2009, all IITs, ISM Dhanbad were made to follow NIT pay structures.

Now again MHRD has revised pay structures for IIT's and NIT's as per Four tier pay structure with AGP 9500/- for Associate Professor and AGP 10500/- for Professor as equivalent to IIT's order dated: September 18, 2013.

This resulted in two Kind of Pay Scales from Dec 2009 to Sept 2016 and excluding this duration. Those joined before 2009 and after September 2013 are availing IIT pay Scales e.g. Associate Professor with 9500/- and pay fixed at 42800/- and for Professor AGP 10500/- and pay fixed at 48000/-.

During Dec 2009 to Sept 2013 same committee has awarded AGP 9000/- for Associate Professor and 10,000/- for Professor with same qualification and experience hoping that soon pay scales would be revised and pay will be revised accordingly.

This has created an anomaly of having same designation of Associate Professor or Professor, but different Pay Structures resulting in the pay parity grievances of the faculty recruited in Associate Professor and Professor level that is too by the same selection committee with same selection criteria which has granted two different grade pay with same designation.

During this period some of the faculty members has been granted promotion under CAS with AGP 9500/- for Associate Professor, but even after fulfilling all conditions of Promotion under CAS and appeared through interview, I have been granted AGP 9000 less than the offered under CAS in the same interview panel, considering me as Fresh candidate.

Therefore, I request you kindly revise my AGP from 9000/- to 9500/- for Associate Professor from the date of issue of above mentioned order i.e. September 18, 2013.

I wish to acknowledge that you have successfully addressed the grievances of Pay Parity of many of the faculties, since you took over as the Director of this institute. Therefore, I am hopeful that you will also consider my request.

I also bring to your kind notice that if it is left un-resolved, may lead to serious issues with the eligibility of further higher Position/Grade pay.

I will remain obliged. Thanking you in anticipation with warm regards.

Yours sincerely

*Prashant K. Jain*  
Prashant K. Jain  
Associate Professor, ME Discipline  
PDPM-IITDM Jabalpur

51  
22/04/17

MED  
1060  
24/4/17

*Dr. P. K. Jain*  
One application was already  
forwarded on 21/04.  
*Dr. P. K. Jain*  
21/04  
This is as per difference  
on dated Sept-18/2013.  
Kindly forward  
*Dr. P. K. Jain*  
21/4/17  
Director  
Forwarded  
*Dr. P. K. Jain*  
24/04

**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.II/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 (IIITs) 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 re-designated 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.II/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, IIMs, IISc Bangalore, IISERs, NITIE, Mumbai, a fixed pay of Rs.80,000/- p.m.
- (b) For Directors of NITs, IITs, ISMU, Dhanbad, NIFT, Ranchi, SPAs, SLIET, NERIST, CIT, NITTTRs, 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.II/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-IC 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 IITs, 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-IC dated 30<sup>th</sup> August, 2008.

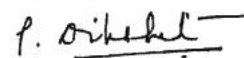
c) In the case of Professors in the pre-revised scale of Rs.18400-22400 with basic pay ranging from Rs.18400 to Rs.20400 p.m. will be placed at the minimum of Rs 48000/-. For those incumbents with pre-revised pay of more than Rs.20400/-, the revised pay will be as per Fixation Table corresponding to 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 MHRD for UGC funded institutions vide letter No.3-1/2009-U.I dated 4<sup>th</sup> June, 2009, which is available on the web-site of MHRD.

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.

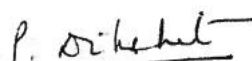
10. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development.

Yours faithfully,

  
(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.

  
(Pratima Dikshit)  
Director (TC)

F.No.27-11/2011 Ts.1  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Section - 1

Shastri Bhawan, New Delhi  
Dated the 18<sup>th</sup> Sept, 2013

To

55393  
The Director,  
Indian Institute of Information Technology Design &  
Manufacturing- Jabalpur,  
Dumna Airport Road, P.O.: Khamaria,  
Jabalpur - 482 005, Madhya Pradesh

Sub : Implementation of 4 tier flexible faculty structure in the Indian Institute of Information Technology - reg

Sir,


It has been decided to implement the 4 tier flexible faculty structure in the Indian Institutes of Information Technology, as it is in IITs, subject to the following conditions:-

- (i) On adoption of the flexi cadre system, the Institute will dispense with CAS policy.
- (ii) The norms with regard to qualification and experience required for career progression, as enclosed could be followed in toto. Any other norms for career progression adopted by IITs would also ipso facto apply to the 04 old IITs
- (iii) The Board of Governors of PDPM-IITD&M Jabalpur will formally approve adoption of the flexi cadre system and the revised norms for career progression.

2. This issues with the approval of Hon'ble Human Resource Minister/Integrated Finance Division of the Ministry.

End : as above

Yours faithfully,



(Alok Mishra)  
Director

19/9

**Norms of 4-tier Flexible Cadre Structure of Faculty Posts in the Indian Institutes of  
Information Technology (IIITs)**

| Sl. No. | Designation, Pay Band and Academic Grade Pay   | Essential Qualification and Relevant Experience   |
|---------|--|---|
| 1.      | <b>Assistant Professors (On contract)</b><br>PB-3 of Rs.15600-39100 with AGP of Rs. 6,000/- p.m. | <p>(i) Assistant Professors to be recruited on contractual basis are not part of the regular faculty cadre in IIITs. Appointment at this level may be made on contract basis to enable bright young Ph.D. scholars to teach and earn experience in premier institutions.</p> <p>(ii) At the entry level they may be placed in Pay Band (PB) -3 of Rs.15600-39100 with Academic Grade Pay (AGP) of Rs.6,000/- p.m. with seven non-compoundable advance increments.</p> <p>(iii) To encourage fresh Ph.D.s to join the teaching system, at least 10% of the total faculty strength should be recruited at this level. However, relaxation in respect of educational qualifications could be given upto 25% of total Assistant Professors recruited. The reasons for such relaxations should be duly recorded and reported to the respective Board of Governors (BoGs)/ Board of Management (BoM) of IIITs</p> <p>(iv) After one year of post Ph.D. experience, these Assistant Professors shall be placed in the AGP of Rs.7,000/- p.m.</p> |
| 2.      | <b>Assistant Professors</b><br>PB-3 of Rs.15600-39100 with AGP of Rs. 8,000/- p.m.               | <p>(i) To be appointed in PB-3 to be placed at Rs.22500/- with AGP of Rs.8,000/- p.m. For direct recruits, minimum pay in the Pay Band to be fixed at Rs.30,000/-.</p> <p>(ii) For appointment as Assistant Professor, one should have a Ph.D. with first class at the preceding degree 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.</p> <p>(iii) Assistant Professors on completion of 3 years of service shall move to Pay Band of Rs. 37400-67000 (PB-4) with an Academic Grade Pay (AGP) of Rs.9,000/- and will, however, continue to be designated as Assistant Professor.</p>   |

Contd...

| Sl. No. | Designation, Pay Band and Academic Grade Pay  | Essential Qualification and Relevant Experience  |
|---------|---|--|
| 3.      | <b>Associate Professors</b><br>PB-4 of Rs.37400-67000 with AGP of Rs.9,500/- p.m.   | (i) 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. 42,800/-.<br>(ii) For appointment as Associate Professor, one should have a Ph.D. with first class at the preceding degree 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.  |
| 4.      | <b>Professors</b><br>PB-4 of Rs.37400-67000 with AGP of Rs.10,500/- p.m.<br><br><b>Professors: HAG Scale</b><br>(Rs.67000-79000) without any GP | (i) For appointment as Professor, one should have a Ph.D. with first class at the preceding degree or equivalent with a very good academic record and a minimum of 10 years experience of which at least 4 years should be at the level of Associate Professor.<br>(ii) For Direct Recruits, Minimum pay in the Pay Band to be fixed at Rs.48,000/-.<br>(iii) Upto a maximum of 40% of the sanctioned posts of Professors after regular service of 6 years as Professor can be awarded HAG Scale of Rs. 67000-79000 without any GP in ISM after fulfilling the eligibility conditions given in the guidelines for implementation of HAG scales in the Ministry's letter No. 34-9/2012-TS.III dated 22.3.2013.<br>(iv) While implementing the HAG scales, those Professors who are appointed as Directors in the 04 old IITs by the MHRD, shall deemed to have been placed in the HAG scale notionally from the day they took charge as Directors in IITs or from the day the guidelines were issued by the Ministry vide its letter No. F.23-1/2008-TS.II dated 18.8.2009, whichever is later. |

17-May-2017

To,  
The Director,  
PDPM-IIITDM Jabalpur,

Subject: Application for the academic grade-pay (AGP) parity at the level of Associate Professor.

Through: Head ECE

Recommended and  
for forwarded, 17-5-17

Dear Sir,

With reference to above cited subject, I would like to bring in your kind knowledge that the Institute is having two AGP (9000/- and 9500/-) levels for Associate Professor. Even the same selection committee in which I appeared for personal interview for Associate Professor offered two different AGPs just because of some IIT/NIT system issue, not clear to me.

Since, our Institute is also at par IIT as well as an Institute of National Importance and according to tier-IV all IITs/NITs/IIITs having same AGP for Associate Professor, so this discrimination may be eliminated.

Therefore, it is my humble request is to normalize the AGP pay-parity issue and revise my AGP to Rs 9500/- at the level of Associate Professor.

Yours Sincerely,

Jawar Singh  
17-05-17

Jawar Singh (91)  
Associate Professor (AGP-9000)  
ECE Department,  
IIITDM Jabalpur, MP

126  
17/05/17  
428  
18/5/17

कार्यकारी कुलसचिव  
18/5/17

To,

The Director,  
IIITDM Jabalpur

Through – Head, CSE

Forwarded for your kind  
consideration pl. P. 23/5/17

Date 23 May 2017

**Sub:** Request to resolve the Pay disparity of the Associate Professors appointed during the same time frame (during 2009-2013) and converting my grade pay to Rs 9500 as per the existing pay structure for Associate Professor Positions.

Dear Sir,

I hope you may be aware of the pay disparity existing among different faculties of the institute. I would like to highlight certain facts before making a humble request here.

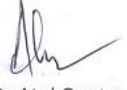
1. I was selected as an Associate Professor in the Pay Band and Scale of 37400-67000 (PB4) with AGP of 9000/-. I joined the Institute in March 2010.
2. During 2009-2013, as I can recall, there have been at least three rounds of recruitments (including the one in late 2009 through which I was offered the Associate Professor position) where Associate Professors were recruited through (1) Direct recruitment (2) CAS. In these selection rounds, two different Grade Pay were offered to the selected Associate Professors. The direct recruited Associate Professor were given Rs. 9000 as Grad pay whereas those promoted to Associate professor position through CAS were offered Rs. 9500 as the Grad Pay.
3. An important fact of these recruitment processes was that the same selection criteria was followed for the two kinds of Associate professor positions (i.e. for both Rs. 9000 and Rs. 9500 Grade pay)

A question naturally arises here that how the two different Grade Pay/Pay band can be offered to the same type of positions at the same time in a government institute of high repute. If the institute pay bands/scales were downgraded, then that should have been applicable to all, irrespective of what others may be getting before this downgrading. Fortunately, later the pay structures was further revised and restored to the earlier situation, and therefore the continuation of Rs 9500 as the grade pay for some of the recruited associate professors during that time period can be justified, as if the downgrading was not there. However, then this will certainly be unfair with Associate Professors like me who were given Rs 9000 Grade Pay during the same period.

I am happy to acknowledge that you have addressed the grievances of pay-disparity of many of the faculties since you took over as the Director of this institute. I am also quite hopeful that you will sympathetically consider my submission and situation here. I therefore request to provide justice with me by considering my Grade Pay as Rs 9500 since the date of joining.

I will remain highly oblige. With Warm Regards,

Yours Faithfully,

  
Dr Atul Gupta, Associate Prof CSE,  
IIITDM Jabalpur

70  
23/5/17  
487  
23/5/17

Registrar  
Pl. see  
23/5/17

|                 |  |
|-----------------|--|
| <b>BOG/36/8</b> | <b>Technical resignation for acceptance in r/o Shri Prabodh Pandey, Deputy Registrar (adhoc) and Assistant Registrar on substantive post</b> |
|-----------------|--|

Shri Prabodh Pandey, Deputy Registrar (on adhoc) and Assistant Registrar on substantive post joined the post of Deputy Registrar at IIT (ISM) Dhanbad, on December 14, 2015 after getting relieved from the post of Deputy Registrar (Ad-hoc) and by retaining lien on his substantive post of Assistant Registrar at PDPM IIITDM Jabalpur w.e.f. December 13, 2015 (AN).

The matter of further extension of his lien period was placed before the Board in its 35<sup>th</sup> meeting held on March 6, 2017. The Board has not accepted the same.

Technical resignation for acceptance in r/o Shri Prabodh Pandey is placed before the Board as **BOG/36/Annexure-VI (Page 61 to 62)** for approval wef December 13, 2015(A/N)

Date: May 02, 2017

To,  
The Registrar  
PDPM IIITDM Jabalpur  
Dumna Airport Road, Jabalpur – 482005  
Madhya Pradesh

**Subject: Technical Resignation from the post of Deputy Registrar (Substantive post Assistant Registrar).**

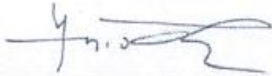
Dear Sir,

I had joined the post of Deputy Registrar at Indian Institute of Technology (Indian School of Mines), Dhanbad on 14<sup>th</sup> December 2015 after getting relieved from the post of Deputy Registrar (Ad-hoc) and retaining lien on my substantive post of Asstt. Registrar at PDPM IIITDM Jabalpur w.e.f. 13<sup>th</sup> December 2015 (AN) vide office order no. Estt./PF.81/IIITDMJ/2015/12/265 dated 9/12/2015.

As my lien period is over and my request for extension of further lien has not been accepted, I submit my technical resignation from the post of Deputy Registrar (Ad-hoc)(substantive post Assistant Registrar). My technical resignation may please be accepted w.e.f. the date of my relieving i.e. 13<sup>th</sup> December 2015(A/N).

Thanking you

With best regards



(Prabodh Pandey)  
Deputy Registrar (On lien)  
PDPM IIITDM Jabalpur

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## Technical Resignation

---

Prabodh Pandey <pandeyprabodh@gmail.com>

Tue, May 2, 2017 at 10:33 AM

To: registrar@iiitdmj.ac.in, rizwan@iiitdmj.ac.in, director@iiitdmj.ac.in

Dear Sir,

Please find attached technical resignation for further processing.

With regards

प्रबोध पाण्डेय / Prabodh Pandey

उप कुलसचिव / Deputy Registrar

Indian Institute of Technology (ISM) Dhanbad

Ph. 0326 2235611



Technical Resignation.pdf

264K

|                 |  |
|-----------------|--|
| <b>BOG/36/9</b> | <b>To discuss lien period of Mr RP Dwivedi, Registrar(on contract) on his substantive post of Joint Registrar relieved w.e.f 07/05/2017(A/N) to join IIT-Indore as Registrar(on contract).</b> |
|-----------------|--|

Shri R. P. Dwivedi, Registrar(On contract) has been offered appointment to the post of Registrar (On contract for three years) at IIT Indore. He requested for lien for a period of three years to join IIT Indore as Registrar and relieve him wef 07 May 2017(A/N) from the post of Registrar while retaining the lien for 3 years on substantive post of Joint Registrar at PDPM IITD Jabalpur. His request is placed as **BOG/36/Annexure-VII (Page 64 to 69 )**.

Shri RP Dwivedi has been relived w.e.f 07<sup>th</sup> May 2017(a/N) from the post of Registrar(on contract) by keeping lien on his substantive post of Joint Registrar with the condition that other conditions of lien will be decided by the Board and will be informed.

Dated: 25<sup>th</sup> May 2017

To  
The Honourable Director  
PDPM-IIITDM  
Jabalpur

**Subject : Request to relieve me on lien for a period of 3 years to join IIT Indore as Registrar**

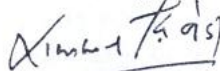
Dear Sir,

I had applied for the post of Registrar in IIT Indore vid advt No. IITI/Estt/NT posts-03/December 2016 dated 28 December 2016 after taking NOC from the Institute. The IIT Indore after conducting the selection Committee on 6<sup>th</sup> March 2017, offered the appointment to join as Registrar for a tenure of 03 years on contract basis vide letter No. IITI/DO/64/2017/15 dated 07 March 2017 (copy enclosed). The validity of the offer of appointment to join the post was 7<sup>th</sup> April 2017 which has been extended till 8<sup>th</sup> May 2017.

In view of above I request you to kindly allow me to join the IIT Indore as Registrar by retaining lien on my substantive post for a period of 3 years and release me on 7<sup>th</sup> May 2017(A/N).

With kind regards,

Yours sincerely,



(RP Dwivedi)  
Registrar  
PDPM-IIITDM  
Jabalpur

Encl – Offer of Appointment

56  
5/5/17

Pls. pass

9/5/17 25/5/17  
AC (E.H.)

94  
25/5/17

AC (E.H.)



भारतीय प्रौद्योगिकी संस्थान इन्दौर  
सिमरोल, खण्डवा रोड, इन्दौर - 453 552

Indian Institute of Technology Indore  
Simrol, Khandwa Road, Indore, India - 453 552

No. IITI/Admin/Rect-PNT/2017/10

April 12, 2017

Mr. Rampal Dwivedi  
Registrar, IIT DM Jabalpur  
Dumna Airport Road  
PO Khamaria  
Jabalpur 482 005

Sub: Extension of Offer letter for the post of Registrar.

Ref: Your request letter dated March 31, 2017

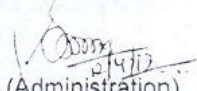
\*\*\*\*\*

Dear Sir,

This is to inform you the decision of the Competent Authority on the above referred subject that your request for extending the validity of the offer of appointment as Registrar at IIT Indore has been accepted till May 8, 2017.

Kindly acknowledge the receipt of the letter.

Yours' sincerely

  
OSD (Administration)

Copy to:

Director, IIT DM Jabalpur

भारतीय प्रौद्योगिकी संस्थान इन्दौर  
सिमरोल, इन्दौर 453 552, भारत

Office: +91 731 2438711  
+91 731 2438712

Indian Institute of Technology Indore  
Simrol, Indore 453 552, India

Fax: +91 731 2438710  
Email: director@iiti.ac.in

Professor Pradeep Mathur, FASc,  
Director and J.C. Bose Fellow

IIT/DO/64/2017/15  
March 7, 2017

Mr. Ramphal Dwivedi  
Registrar, IIIT DM Jabalpur  
Dumna Airport Road  
PO Khamaria  
Jabalpur 482 005

Dear Mr. Dwivedi,

With reference to your application for the position of Registrar at IIT Indore, I am glad to inform you that the Institute has pleasure in making to you an offer for the post of Registrar in the Pay Band of PB-4 (₹37,400-67,000) with Grade Pay of ₹10,000/- per month and the pay to be fixed as per rules.

All other terms and conditions of service will be governed by the Institute of Technology Act 1961, the statutes and rules of the Institute in force from time to time.

Some of the important general terms and conditions are also mentioned in Annexure-I. You are also required to submit all stipulated documents as given at Annexure-II at the time of joining without which you shall not be allowed to join.

If any declaration given or information furnished by you is proved to be false or if you are found to have willfully suppressed any material information, you will be liable for removal from service and other action as the institute may deem necessary.

If the offer of appointment is acceptable to you, kindly confirm the acceptance of offer and probable date of joining within a week from the date of receipt of this letter. The offer is valid up to 30 days from date of issue of appointment letter. In case, you do not join by the aforesaid time period this offer of appointment automatically stands cancelled.

With best wishes

Sincerely,

Pradeep Mathur

Encl:

1. Annexure - I: Some important general terms and conditions of service.
2. Annexure - II: List of documents to be produced.

SOME IMPORTANT GENERAL TERMS AND CONDITIONS OF SERVICE

|                         |  |  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
|-------------------------|--|--|-----|--------------|-----------|--------------|------------------------|--------------|-------------------------|-------------|----------|-------------|----------------------|--------------|-------|----------------|
| 1                       | Name of Appointee                          | Mr. Ramphal Dwivedi  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| 2                       | Post                                       | Registrar  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| 3                       | Pay Band                                   | PB-4 ( ₹ 37,400 - 67,000) with Grade Pay ₹ 10,000/- (Pre-revised)  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| 4                       | Pay, Allowances, etc. and Total Emoluments | <p>The appointment is offered on a pay of ₹ 43,000/- per month. The post also carries the benefits of Dearness Allowance, House Rent Allowance, Transport Allowance and other payments, as and when declared at the rates admissible for the employees of the Institute from time to time. Total emoluments on the pay offered as of date is:</p> <table><tr><td>Pay</td><td>: ₹ 43,000/-</td></tr><tr><td>Grade Pay</td><td>: ₹ 10,000/-</td></tr><tr><td>Dearness Allowance(DA)</td><td>: ₹ 69,960/-</td></tr><tr><td>Transport Allowance(TA)</td><td>: ₹ 3,200/-</td></tr><tr><td>DA on TA</td><td>: ₹ 4,224/-</td></tr><tr><td>House Rent Allowance</td><td>: ₹ 10,600/-</td></tr><tr><td>Total</td><td>: ₹ 1,40,984/-</td></tr></table> <p>*HRA is not payable if residential accommodation is provided by the Institute in the campus. However, right now we do not provide any accommodation as the Institute's campus is under construction.</p> | Pay | : ₹ 43,000/- | Grade Pay | : ₹ 10,000/- | Dearness Allowance(DA) | : ₹ 69,960/- | Transport Allowance(TA) | : ₹ 3,200/- | DA on TA | : ₹ 4,224/- | House Rent Allowance | : ₹ 10,600/- | Total | : ₹ 1,40,984/- |
| Pay                     | : ₹ 43,000/-                               |  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| Grade Pay               | : ₹ 10,000/-                               |  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| Dearness Allowance(DA)  | : ₹ 69,960/-                               |  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| Transport Allowance(TA) | : ₹ 3,200/-                                |  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| DA on TA                | : ₹ 4,224/-                                |  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| House Rent Allowance    | : ₹ 10,600/-                               |  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| Total                   | : ₹ 1,40,984/-                             |  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| 5                       | Nature and Duration of Appointment         | The appointment is on contract for a period of three years from the date of joining  |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| 6                       | Leave                                      | Leave will be governed as per CCS Leave rules 1972   |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| 7                       | Medical Examination                        | The Appointment is subject to the production of a certificate of physical fitness from the Medical Authority of the Institute.   |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| 8                       | Duties                                     | As prescribed for the post and as assigned by the authorities of the Institute from time to time, which will be issued after your joining.   |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| 9                       | Relocation Allowance                       | You are entitled for reimbursement of relocation allowance restricted to ₹ 75,000/- subject to submission of undertaking that you will serve the Institute for three years from the date of joining; otherwise the entire amount shall be reimbursed to Institute.   |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |
| 10                      | Termination of Service                     | During the period of contract the appointment may be terminated by giving one month's notice on either side.   |     |              |           |              |                        |              |                         |             |          |             |                      |              |       |                |

|    |                     |   |
|----|---------------------|---|
| 11 | Retirement Benefits | As per Govt. of India rules inforce from time to time.  |
| 12 | Other Conditions    | <p>i) No person who has more than one wife living or who, having a spouse living, contracts to a second marriage, though such marriage is void by reason of its taking place during the life-time of such spouse, shall be eligible for appointment to service, provided that the Central Government may, if satisfied that there are special grounds for so ordering, exempt any person from the operation of the rule.</p> <p>ii) No such woman whose marriage is void by reason of its taking place during the life-time of her spouse or who has married to such a person whose wife is living at the time of marriage shall be eligible for appointment in service unless the Government of India has granted exemption to such a woman in accordance with this rule after being satisfied that there are special grounds for so ordering.</p> |

Deputy Registrar

**T. Satyanarayana**  
Dy. Registrar (Admin. & Audit)  
Indian Institute of Technology Indore  
Simrol Khandwa Road, Indore  
PIN - 453550, India

Annexure – II

Following documents should be produced at the time of joining:

1. Relieving order from the present employer if any.
2. Certificate of Proof of Age.
3. Certificates of educational qualification and experience.
4. Medical certificate of fitness in the prescribed form.
5. Caste certificate in case SC / ST / OBC in the prescribed form.
6. Only filled Attestation Form (2 copies) with signature of Gazette Officer.
7. Declaration of Marital Status and others mentioned in the prescribed form.
8. Declaration about family members.

T. Satyanarayana  
By, Registrar (Admin. & Audit)  
Indian Institute of Technology Indore  
Simrol Khandwa Road, Indore  
PIN : 453552 India

|                  |   |
|------------------|---|
| <b>BOG/36/10</b> | <b>Ratification of approval given by Chairman, BoG, on resignation of Dr Sachin Kumar, Asst. Professor(on contract)</b> |
|------------------|---|

Dr.Sachin Kumar, Assistant Professor(on contract) in ME discipline has been selected as Assistant Professor in IIT Ropar. Dr Kumar has tendered resignation w.e.f 14/05/2017(A/N).The resignation has been accepted by the Chairperson, Board of Governors on 24/04/2017. **(Copy of approvals attached from 71 page to 73 )**

To,  
The Director,  
IIITDM Jabalpur  
Jabalpur, M.P.

Dated: 11<sup>th</sup> April, 2017

Through proper channel

*Technical*  
Subject: <sup>Technical</sup>Resignation to the post of Assistant Professor from Mechanical Engineering Department

Respected Sir,

I am, Sachin Kumar, working as an Assistant Professor in Mechanical Engineering Department. I have been selected at Indian Institute of Technology Ropar for the post of Assistant Professor in Department of Mechanical Engineering. As per the terms and condition in appointment letter, I am serving one-month notice from 11<sup>th</sup> April, 2017 to 14<sup>th</sup> May, 2017.

I request you to kindly accept the resignation from the current post and relieve me from my academic and administrative responsibilities. I shall be thankful for your kind action.

Thanking you.

Yours sincerely

*Sachin Kumar*  
Sachin Kumar  
Asst. Prof. (ME)  
IIITDM Jabalpur

*forwarded and recommended*  
*[Signature]*  
11/04/2017

MED  
1039  
11/04/2017

25  
11/04/17

23  
13/4/17

*SL. Patil*  
*Put up on file*

*A. R. (ESTH)*  
*pls process.*  
*[Signature]*  
12-4-17  
A.R. (Dir)

Sub: Technical resignation of Dr. Sachin Kumar, Assistant Professor.

May please see a technical resignation received from Dr. Sachin Kumar, Assistant Professor, Placed opposite.

Submitted for your acceptance the request of Dr. Sachin Kumar as technical resignation w.e.f. 14-05-2017 (A/N)

Put up for perusal, please.

Tantur  
13/4/17

A.R. (Ex H)

On his selection in IIT Ropar, Dr. Sachin Kumar wants to get relieved from Institute w.e.f. 14/05/17 and is requesting to consider this as his one month notice.

For perusal & approval please.

Hatwaf  
13/4/17

48  
18/4/17

Registrar

Dr. Sachin Kumar working on contract his resignation may be accepted

Sachin  
18/4/17

Director

Submitted for your kind consideration and acceptance please.

brunig  
18/4/17

Chairman, BOG: Agreed

24/4/17.

R-89  
18/4/2017

PDPM

**Indian Institute of Information Technology,  
Design & Manufacturing Jabalpur**


No. Estt./PF.143/IIITDMJ/2017/04/374  
April 25, 2017

**Office Order**

The Chairman BOG, of the Institute has accepted the technical resignation of Dr. Sachin Kumar (PF No. 143) Assistant Professor to join as Assistant Professor at Indian Institute of Technology Ropar.

He will be relived from the services of the Institute w.e.f. 14/05/2017 (A/N) after submission of NO Dues from all concerned sections.

Concerned sections are requested to submit the details of dues if any to the Assistant Registrar (Estt.) by 11/05/2017 (F/N), failing which it would be presumed that no dues are outstanding against Dr. Sachin Kumar.

  
(Rizwan Ahmed)  
Assistant Registrar (Estt.)

Copy to:

1. Director ----for kind information
2. All Deans /All Heads of Disciplines/Chairman Placement Cell
3. Registrar's office
4. Incharge – Guest House
5. Deputy Registrar
6. E.E. (Civil)
7. All Assistant Registrar
8. Assistant Librarian
9. Dr. Sachin Kumar
10. Personal File

|           |  |
|-----------|--|
| BOG/36/11 | Any other agenda with the permission of Chair. |
|-----------|--|

The agenda is submitted for approval please.

(Swapnali Gadekar)  
Acting Registrar & Secretary, BoG  
08-05-2017

Director

Chairperson, BoG

---

**Forwarding of Agenda of the 36th BOG meeting for approval****Kota Harinarayana** <hnkota@yahoo.com>

Fri, May 12, 2017 at 8:42 AM

Reply-To: Kota Harinarayana &lt;hnkota@yahoo.com&gt;

To: registrar registrar &lt;registrar@iiitdmj.ac.in&gt;

Cc: director director &lt;director@iiitdmj.ac.in&gt;, swapnali swapnali &lt;swapnali@iiitdmj.ac.in&gt;

The Agenda is approved. PI go ahead with further action.

Kota Harinarayana

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**From:** registrar registrar <registrar@iiitdmj.ac.in>**To:** Harinarayana Kota <hnkota@yahoo.com>**Cc:** director director <director@iiitdmj.ac.in>; swapnali swapnali <swapnali@iiitdmj.ac.in>**Sent:** Thursday, 11 May 2017 3:58 PM**Subject:** Forwarding of Agenda of the 36th BOG meeting for approval

Respected Sir,

Attached please find the agenda of the 36th meeting of the BOG scheduled to be held on May 28, 2017 for your kind perusal and approval please. The same has been perused by the Director Sir.

Sir, if any changes are required please let me know so that it can be incorporated.

With kind regards,

(Swapnali D. Gadekar)

Acting Registrar & Secretary (BOG)

PDPM IIITDM Jabalpur

