MINUTES OF THE THIRD MEETING OF THE GRIEVANCE CELL HELD THROUGH VIDEO CONFERENCING NATIONAL INSTITUTE OF TECHNOLOGY, UTTARAKHAND

The following members were present:

1. Dr. Hariharan Muthusamy, Dean (FW) - Ex-Officio Chairperson

2. Colonel Sukhpal Singh, Registrar - Ex-Officio Member Secretary.

3. Dr. Pankaj Kandwal, Asstt. Prof. (Gr-I) - Member 4. Dr. Jagrati Sahariya, Asstt. Prof. (Gr-I) - Member

Mr. Parveen Kumar, Liaison Officer (SC/ST/PWD/ESM)
 Dr. Abhimanyu Kumar, Liaison Officer (OBC/EWS)
 Ex-Officio Member
 Ex-Officio Member

7. Mr. Jagdeep Singh, Assistant Registrar (Estt.) - Ex-Officio Member

8. Mr. Saurabh Patwal, Technical Assistant (Civil) - Member 9. Mr. Nilesh Kumar Bhardwai, Technician (Library) - Member

At the outset Member Secretary, Grievance Cell welcomed the Chairperson and all the members, and requested Chairperson, Grievance Cell to preside over the today meeting of the Grievance Cell.

The Committee discussed the following agenda:

GC 03.01: To deliberate upon the letter received from Dr. Nitin Kumar, Asst. Prof. (Grade-II)

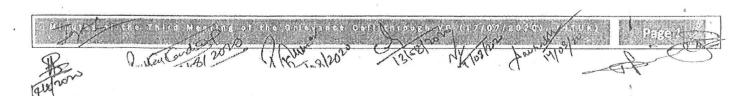
Department of Computer Science and Engineering regarding the regularization of services at NIT Uttarakhand.

With reference to the Institute's Office Order No.NITUK/ESTT./2013/549 dated 07/06/2013, copy enclosed as (Annexure GC 03.01), Dr. Nitin Kumar appointed as Assistant Professor on contract for the period of three years under Three Tier Rigid Faculty Structure on the basis of M.Tech. qualification and joined the services on 24/07/2013.

As the minimum qualification of the post is Ph.D., he has acquired the Ph.D. Degree on 21/12/2015, copy enclosed as (Annexure GC 03.02) and submitted to the Institute on 05/02/2016. As per the provision of Three Tier Rigid Faculty Structure, services of Dr. Nitin Kumar should have been regularized w.e.f 21.12.2015 through due process.

On 21.02.2016 Institute advertised the vacancy for Assistant Professor under Four Tier Flexible Structure. In response to this Faculty Recruitment Advertisement, Dr. Nitin Kumar applied for the post of Assistant Professor, on contract, in AGP Rs.6000/- for Ph.D. increments, for which he obtained NOC from the Institute administration. He was selected by the Staff Selection Committee meeting held on 21/04/2016 and was financially upgraded with five additional increments in AGP Rs.6000/-, in Four Tier Flexible Structure. He was appointed vide Office Order No.A-92 dated 13/05/2016 as an Assistant Professor on Contract for a period of three years. A fresh contract was then executed between Dr. Nitin Kumar & the Institute on 06.09.2016, and the earlier contract dated 24.07.2013 therefore was rendered null and void.

By doing so, Dr. Nitin Kumar migrated from Three Tier Rigid Faculty Structure to Four Tier Flexible Faculty Structure. It is pertinent to mentioned that the Terms and Conditions of both the structure are different.



Further, Dr. Nitin Kumar requested for regularization of his service in Three Tier Rigid Faculty Structure. Accordingly the matter was placed before the 16th Meeting of Board of Governors vide BoG Agenda Item No.16.04, held on 06/03/2018, enclosed as (Annexure GC 03.03) and it was directed by the BoG to forward the matter to the MHRD for necessary deliberations and suitable directions.

Subsequently, Institute has forwarded his case to the MHRD vide letter no.2966 dated 14/03/2018 and further reminder letter sent vide letter no.478 dated 15/05/2019. But, till date no response received from the MHRD regarding his case.

A letter received from Dr. Nitin Kumar, Asst. Prof. (Grade-II) Department of Computer Science and Engineering regarding the regularization of services at NIT Uttarakhand is enclosed as (Annexure GC 03.04).

The Grievance Cell is requested to deliberate upon the matter.

Resolution:

Dr. Nitin Kumar joined the Institute on 24.07.2013 as an Assistant Professor on contract with AGP `6000/-, in Three Tier Rigid Faculty Structure, on the basis of M.Tech qualification. He acquired Ph.D. degree on 21.12.2015 and submitted the degree certificate to the Institute administration on 05.02,2016.

On 21.02.2016 Institute advertised the vacancy for Assistant Professor under Four Tier Flexible Structure. In response to this Faculty Recruitment Advertisement, Dr. Nitin Kumar applied for the post of Assistant Professor, on contract, in AGP `6000/-, for which he obtained NOC from the Institute administration. He was selected by the Staff Selection Committee in AGP `6000/- with five additional increments, in Four Tier Flexible Structure. Consequently, he has joined the Institute as Assistant Professor on contract under Four Tier Flexible Structure on 18/05/2016 against an Office Order No.A-92 dated 13/05/2016. A fresh contract in Four Tier Flexible Structure was then executed between Dr. Nitin Kumar & the Institute on 06.09.2016.

By doing so, Dr. Nitin Kumar migrated from Three Tier Rigid Faculty Structure to Four Tier Flexible Faculty Structure. It is pertinent to mentioned that the terms and conditions of both the structures are different.

Dr. Nitin Kumar now requests for regularization of his service in Three Tier Rigid Faculty Structure. The matter was placed in the 16th Meeting of Board of Governors vide BoG 16.04, held on 06/03/2018 and it was directed to forward the matter to the MHRD for necessary deliberations and suitable directions. The same was forwarded vide our letter ref. nos. NITUK/Estt./Pers.(AS)/2018/049/2966 dated 14/03/2018 and NITUK/Estt./Pers.(AS)/2019/ 049/478 dated 15/05/2019, but till date no reply has been received by the Institute.

The Grievance Committee recommends that Ministry of HRD be once again approached for issuing necessary direction in this matter as the matter is beyond the purview of the Institute administration. If no response is received from the Ministry, the Grievance Committee recommends that the matter may be placed before the Board of Governors.

GC 03.02: Any other item with the permission of the Chair.

Resolution: NIL

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The meeting ended with vote of thanks to the Chair. Contact Congress Mr. Nilesh Kumar Mr. Jagdeep Singh, Dr. Pankaj Kandwal, Mr. Saurabh Patwal, Asstt. Prof. (Gr-I) Assistant Registrar (Estt.) **Technical Assistant** Bhardwaj, Member Ex-Officio Member Technician (Library) (Civil) Member Member Registrar (Dr. Jagrati Sahariya Dr. Abhimanyu Kumar Mr. Parveen Kumar, Asstt. Prof. (Gr-I) Liaison Officer Liaison Officer Ex-Officio Member (OBC/EWS) (SC/ST/PWD/ESM) Member Secretary Ex-Officio Member Ex-Officio Member Dr. Hariharan Muthusamy, Dean (FW) Ex-Officio Chairperson Director, NITUK