

Association of Indian Universities

Minutes of the 337th Governing Council Meeting held on December 18, 2015 at 18:00 hrs at National Law University, Delhi, Sector 14, Dwarka, New Delhi.

Present

1. Prof Ranbir Singh, President, AIU	In Chair
2. Professor D S Chauhan, Vice President, AIU	Member
3. Prof S W Akhtar	Member
4. Prof R C Sobti	Member
5. Prof Mushahid Husain	Member
6. Prof Shivajirao S Kadam	Member
7. Dr G Bhaskaran	Member
8. Dr J Mahender Reddy	Member
9. Prof Deepak Kumar Behera	Member
10. Prof (Dr) Paramjit S Jaswal	Member
11. Dr R Venkata Rao	Member
12. Prof Furqan Qamar, Secretary General, AIU	Member Secretary

At the outset Prof Ranbir Singh, President, AIU welcomed members of the Governing Council attending the Meeting. Thereafter, agenda items were taken up for discussion.

CONFIRMATION OF THE MINUTES

- 337/01 To confirm the Minutes of the 336th Governing Council Meeting held on November 30, 2015 at AIU House, New Delhi

Confirmed.

ACTION TAKEN ON THE MINUTES

- 337/02 To report action taken on the Minutes of the 336th Governing Council Meeting held on November 30, 2015 at AIU House, New Delhi.

Noted and approved.

ITEMS FOR CONSIDERATION

- 337/03 To consider grant of provisional membership of the Association of Indian Universities to the following Universities:

[Note: The General Body of the Association at its 84th Annual Meeting laid down the following criteria for granting provisional membership of the Association to University Level Institutions:
For Public Funded Universities:

The University should be registered u/s 2(f) or 22 of UGC Act, 1956.

- (i) **Indian Institute of Education and Research, Pune** is a public funded University which has been established through "The National Institute of Technology (Amendment) Act, 2012, (No.28 of 2012) enacted by the Parliament. The Institute is eligible to accord provisional membership of AIU with effect from the year 2015-16.
- (ii) **Tamil Nadu Physical Education and Sports University, Chennai** is a public funded University, established thorough an Act of State Legislature of Tamil Nadu notified on 15.09.2005. The University is empowered to award degrees as specified by the University Grants Commission under section 22 of UGC Act, 1956 as intimated vide their letter No.F.9-2/2008(CPP-I/PU) dated 31.10.2008. The University meets the criteria for grant of provisional membership of the Association from the year 2015-16.

For Self-financed Private Universities:

- a) The University should be registered u/s 2(f) or 22 of UGC Act, 1956; and
- b) The University should have standing of 2(two) Years.
- (iii) **C M R University, Bangalore**, a self-financed private University established through an Act of State Legislature of Karnataka, (CMR University Act, 2013) (Karnataka Act No.45 of 2013) notified on 16/05/2013. The University has completed 2-years of existence in on 15.05.2015. The University is empowered to award degrees as specified by the University Grants Commission u/s 22 of the UGC Act, 1956 as intimated vide their letter No.F.No.8-1/2014(CPP-I/PU) dated December 2, 2015. The University fulfills both the criteria laid down by the General Body for grant of provisional membership of AIU to self financed Universities from 2.12.2015.
- (iv) **P E S University, Bangalore** is a self-financed private University established through an Act of State Legislature of Karnataka (The P E S University Act, 2012) (Karnataka Act No16 of 2013) notified vide Notification dated May 16, 2013. The University has completed 2-years of existence on May 15, 2015. The University is empowered to award degrees as specified by the University Grants Commission u/s 22 of the UGC Act, 1956 as intimated vide their letter No.F.No.5-2/2015 (CPP-I/PU) dated March 4, 2015. University fulfills both the criteria laid down by the General Body for grant of provisional membership of AIU to self financed Universities with effect from 2015-16.
- (v) **Manipal University, Jaipur**, is a self-financed private University established through an Act of State Legislature of Rajasthan (The Manipal University Act, 2011) (Act NO 21 of 2011) notified vide Notification dated 12/09/2011. The University has completed 2-years of existence on 11/09/2013. The University is empowered to award degrees as specified by the University Grants Commission u/s 22 of the UGC Act, 1956 as intimated vide their letter No.F.No8-27/2011 (CPP-I/PU) dated November 29, 2011. University fulfills both the criteria laid down by the General Body for grant of provisional membership of AIU to self financed Universities with effect from 2015-16.
- (vi) **Presidency University, Bangalore** is a self-financed private University established through an Act of State Legislature of Karnataka (Presidency University Act, 20132) (Karnataka Act No.41 of 2013) notified vide Notification dated May 16, 2013. The University has completed 2-years of existence on May 15, 2015. The University is empowered to award degrees as specified by the University Grants Commission u/s 22 of the UGC Act, 1956 as intimated vide their letter No.F.No.5-2/2015 (CPP-I/PU) dated 27.08. 2015. University fulfills both the criteria laid down by the General Body for grant of provisional membership of AIU to self financed Universities with effect from 27.08.2015.

Resolved to grant provisional membership of the Association of Indian Universities to above mentioned Universities, with effect from the year 2015-16 or from the date of fulfillment of criteria laid down by the General Body of the Association at its 84th Annual Meeting held on 14.11.2009 in this regard, whichever is later.

337/04 To consider the report of AIU Grievance Committee Meeting held on November 30, 2015 at AIU House.

[Note: The matter was included in the agenda of the 336th Governing Council Meeting held on 30.11.2015 under item No.336/05 wherein it was decided to discuss this item during the next Meeting of the Governing Council to be held at NLU, Delhi on December 18, 2015.]

A copy of the Report of the Grievance Committee Meeting held on 30.11.2015 was placed on the table.

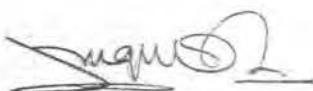
The decision of the Governing Council on the recommendation of the Grievance Committee is placed at Annexure I.

Any other item with the permission of the Chair.

337/05 1) The Governing Council resolved that the members of the Governing Council may be invited to participate in the Zonal Meets of the Vice Chancellors in addition to the Annual General Meeting.

2) The Governing Council further resolved that the Past Presidents of the AIU be also invited to participate in the Zonal and the Annual General Meets of the AIU. Further, in case any past President, AIU claim their travel expenses, the same may also be reimbursed as per the AIU Rules.

The Meeting ended with a vote of thanks to the Chair

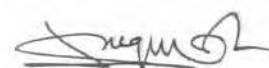


[Prof. Furgan Qamar]
Secretary General



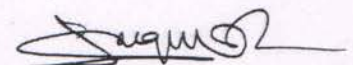
[Prof. Ranbir Singh]
President

Recommendation of the Grievance Committee & Decision of the Governing Council				
Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
1	MM Ansari	Requests that his dues on account of Leave Encashment and the Gratuity be released;	Having considered all the facts of the case and opinions given by the advocate, the committee recommends to the Governing Council that the amount due to Dr. MM Ansari on account of the Gratuity and Leave Encashment may be paid to him on humanitarian ground provided that Dr. Ansari submits an undertaking that he shall accept the amount computed as per AIU rule as full and final settlement of his dues and that he shall not claim any interests etc. The Committee further recommends that Finance Division may work out the amount payable to Dr. Ansari on account of his Gratuity and Leave Encashment as per rules and that the same be placed before the Governing Council to enable it to take an informed decision;	GC approved the recommendations of the Grievance Committee and directed that the dues as applicable to Dr. Ansari be released.
2	Sampson David	Anomaly in the pay fixation in 5th Pay Commission; claims that he was promoted as Under Secretary in 1989 but his pay was fixed lower than another officer (Mr. A.C. Gogia) who was promoted as Under Secretary in 1991;	The Committee is of the view that this is a case of stepping up of the pay for protection of seniority belonging to the 5th Pay Commission and dates back to 1989-90; this in view, the committee recommends that the matter be referred to the Governing Council for the policy decision as to whether cases this old could be reopened at this stage;	GC resolved that the case be examined by the Finance Division and if the employee is entitled to Stepping Up of the Pay as per rules, the same may be implemented as per rules;
3	Veena Bhalla	Financial Benefit on account of her 3rd financial upgradation/ personal promotion be given to her from the date of her personal promotion i.e. 9.6.2013;	Given the fact that the Governing had resolved that the cases prior to 1.1.2006 shall not be re-opened except in case of Dr. Bhalla who was given promotion from 2005, the request of Dr. Bhalla for the payment of arrears is justified; Accordingly, the committee recommends that arrears due to Dr. Veena Bhalla be paid to her.	GC resolved that Dr. Veena Bhalla be paid arrears due to her from the date of promotion as already approved by the GC.



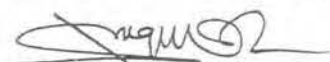
Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
4	Amrendra Pani	Request for the Implementation of Academic Pay Scales at AIU and placing him in the Academic Grade Pay of 9000 which is equivalent to the Associate Professor	<p>The argument that the staff in the Research and the Library Division were in the Academic Pay Scale until the 5th Pay Commission is not borne out of the fact. While it is true that the qualification for the academic staff in the AIU were to be such as prescribed by the UGC, the AIU never adopted the pay and promotion as applicable to the academic staff as per the UGC pay scale. Nevertheless, the Committee agrees, in principle, to the idea that the academic staff i.e. the positions appointed in the Research and the Library Division argument for which the UGC qualifications are applicable, need to be in the UGC pay scale. However, this being a policy matter requires detailed deliberations and, therefore, recommends that this issue be taken up by the Committee constituted for the revision of the Recruitment and Promotion of Rules of the AIU.</p> <p>Pending the policy decision regard to the adoption and implementation of the UGC Pay scale, the Committee strongly recommends that the Academic Staff in the AIU be given parity with the following for the purposes of Pay and Promotion including Financial Upgradation/Personal Promotion as in vogue in the AIU:</p> <ol style="list-style-type: none"> 1. Director (Research) as equivalent to the AS in the AIU 2. Joint Director (Research) as equivalent to the DS in the AIU 3. Deputy Director (Research) as equivalent to the US in the AIU 4. Assistant Director (Research) on Personal Promotion as equivalent to the SO on Personal Promotion 5. Assistant Director (Research) on Direct Recruitment as equivalent to SO on Direct Recruitment in the AIU 6. Assistant Librarian on Personal Promotion as equivalent to SO on Personal Promotion 7. Assistant Librarian on Direct Recruitment as equivalent to SO on Direct Recruitment 8. Sr. Research Assistant as equivalent to Assistant in the AIU 9. Research Assistant as equivalent to Caretaker in the AIU 10. Library Assistant as equivalent to Caretaker in the AIU 11. Library Attendant as equivalent to the MTS in the AIU <p>The Committee further recommends that Dr. Pani be given the benefit of financial upgradation/personal promotion/promotion as applicable to the AIU staff in the same pay scale in accordance with the AIU Rules;</p>	<p>Concurring with the broad principles recommended by the Grievance Committee, GC resolved that keeping in view the eligibility requirements and qualifications for various positions in the Research Division, they be given parity with the following for the purposes of Pay and Promotion including financial upgradation/personal personal promotion:</p> <ol style="list-style-type: none"> 1. Director (Research) as equivalent to the AS in the AIU 2. Joint Director (Research) as equivalent to the JS in the AIU 3. Deputy Director (Research) as equivalent to the DS in the AIU 4. Assistant Director (Research) as equivalent to US on Direct Recruitment in the AIU 5. Sr. Research Assistant as equivalent to SO in the AIU 6. Research Assistant as equivalent to Assistant in the AIU <p>GC further resolved that Dr. Amrendra Pani be placed in the Pay Scale of Deputy Secretary as on the date of his promotion as Deputy Director (Research) and accordingly he be given the benefit of financial upgradation/personal promotion/promotion as applicable to the AIU staff in the same pay scale in accordance with the AIU Rules;</p>



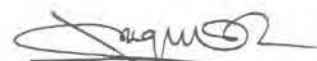
Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
5	Youdvir Singh	Requests that he should be placed in the pay scale of 15600-39100 in PB 3 with GP Rs. 6000 from 2006 to 2008 and that he should be given the academic pay scale with designation of Deputy Librarian from 2008. Further, he should be given arrears that become due to him on account of these. Alternatively, he requests that he may be retained in the administrative cadre and his seniority be maintained by giving him the pay scale of Rs. 15600-39100 with GP 7600 and that he be given designation of Deputy Secretary (Library and Documentation) from November 2008.	<p>The argument that the staff in the Research and the Library Division were in the Academic Pay Scale until the 5th Pay Commission is not borne out of the fact. While it is true that the qualification for the academic staff in the AIU were to be such as prescribed by the UGC, the AIU never adopted the pay and promotion as applicable to the academic staff as per the UGC pay scale. Nevertheless, the Committee agrees, in principle, to the idea that the academic staff i.e. the positions appointed in the Research and the Library Division argument for which the UGC qualifications are applicable, need to be in the UGC pay scale. However, this being a policy matter requires detailed deliberations and, therefore, recommends that this issue be taken up by the Committee constituted for the revision of the Recruitment and Promotion of Rules of the AIU. Pending the policy decision regard to the adoption and implementation of the UGC Pay scale, the Committee strongly recommends that the Academic Staff in the AIU be given parity with the following for the purposes of Pay and Promotion including Financial Upgradation/Personal Promotion as in vogue in the AIU:</p> <ol style="list-style-type: none"> 1. Director (Research) as equivalent to the AS in the AIU 2. Joint Director (Research) as equivalent to the DS in the AIU 3. Deputy Director (Research) as equivalent to the US in the AIU 4. Assistant Director (Research) on Personal Promotion as equivalent to the SO on Personal Promotion 5. Assistant Director (Research) on Direct Recruitment as equivalent to SO on Direct Recruitment in the AIU 6. Assistant Librarian on Personal Promotion as equivalent to SO on Personal Promotion 7. Assistant Librarian on Direct Recruitment as equivalent to SO on Direct Recruitment 8. Sr. Research Assistant as equivalent to Assistant in the AIU 9. Research Assistant as equivalent to Caretaker in the AIU 10. Library Assistant as equivalent to Caretaker in the AIU 11. Library Attendant as equivalent to the MTS in the AIU <p>Perusal of the record reveals that Mr. Youdvir Singh who was working as In-charge Assistant Librarian in the pay scale 6500-200-10500 was placed in the pay scale 8000-275-13500 by relaxing the requirement of 55% marks at the Master's level. This was interpreted by the Administration as his first Personal Promotion and hence while fixing his pay at the time of 6th Pay Commission he was placed in PB2/GP5400. And at the same time he was neither given the benefit of Part B given to other employees of the AIU in the same scale. The above in view the committee recommends that Mr. Youdvir Singh, Assistant Librarian be placed in the PB3 GP5400 and that he be given the benefit of financial upgradation/personal promotion/promotion as applicable to the AIU staff in the same pay scale in accordance with the AIU rules:</p>	<p>Concurring with the broad principles recommended by the Grievance Committee, GC resolved that keeping in view the eligibility requirements and qualifications for various positions in the Library Division, they be given parity with the following for the purposes of Pay and Promotion including financial upgradation/personal personal promotion:</p> <ol style="list-style-type: none"> 1. Assistant Librarian on Personal Promotion as equivalent to US on Personal Promotion 2. Assistant Librarian on Direct Recruitment as equivalent to US on Direct Recruitment 3. Library Assistant as equivalent to Assistant in the AIU 4. Library Attendant as equivalent to the MTS in the AIU <p>Considering the fact that the employee had been appointed in the pay scale equivalent to SO in 1992 and had been promoted in the pay scale of 8000-13,500 which was as 1.1.2006 was fixed as GP5400 PB2, an injustice has been done to the employee. Hence the GC approves that the employee be placed in PB3 GP 5400 as on 1.1.2006 (as given to other AIU employees under Part B of 6th CPC). Further, since the employee had already put in 8 years of service in this pay scale, therefore, he should further be placed in the PB 3 GP 6600 as on 1.1.2006 as a one time measure</p>



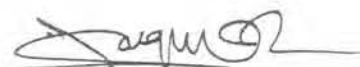
Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
6 & 7	Rama Devi Pani	Requests that she should be placed in the Academic Pay Scale; Requests that she should be elevated (stepped up) as Deputy Director (Research) with scale and designation;	<p>The argument that the staff in the Research and the Library Division were in the Academic Pay Scale until the 5th Pay Commission is not borne out of the fact. While it is true that the qualification for the academic staff in the AIU were to be such as prescribed by the UGC, the AIU never adopted the pay and promotion as applicable to the academic staff as per the UGC pay scale. Nevertheless, the Committee agrees, in principle, to the idea that the academic staff i.e. the positions appointed in the Research and the Library Division argument for which the UGC qualifications are applicable, need to be in the UGC pay scale. However, this being a policy matter requires detailed deliberations and, therefore, recommends that this issue be taken up by the Committee constituted for the revision of the Recruitment and Promotion of Rules of the AIU.</p> <p>Pending the policy decision regard to the adoption and implementation of the UGC Pay scale, the Committee strongly recommends that the Academic Staff in the AIU be given parity with the following for the purposes of Pay and Promotion including Financial Upgradation/Personal Promotion as in vogue in the AIU:</p> <ol style="list-style-type: none"> 1. Director (Research) as equivalent to the AS in the AIU 2. Joint Director (Research) as equivalent to the DS in the AIU 3. Deputy Director (Research) as equivalent to the US in the AIU 4. Assistant Director (Research) on Personal Promotion as equivalent to the SO on Personal Promotion 5. Assistant Director (Research on Direct Recruitment as equivalent to SO on Direct Recruitment in the AIU. 6. Assistant Librarian on Personal Promotion as equivalent to SO on Personal Promotion 7. Assistant Librarian on Direct Recruitment as equivalent to SO on Direct Recruitment 8. Sr. Research Assistant as equivalent to Assistant in the AIU 9. Research Assistant as equivalent to Caretaker in the AIU 10. Library Assistant as equivalent to Caretaker in the AIU 11. Library Attendant as equivalent to the MTS in the AIU <p>The Committee further recommends that Dr. Rama Devi Pani be given the benefit of financial upgradation/personal promotion/promotion as applicable to the AIU staff in the same pay scale in accordance with the AIU Rules;</p>	<p>Concurring with the broad principles recommended by the Grievance Committee, GC resolved that keeping in view the eligibility requirements and qualifications for various positions in the Research Division, they be given parity with the following for the purposes of Pay and Promotion including financial upgradation/personal promotion:</p> <ol style="list-style-type: none"> 1. Director (Research) as equivalent to the AS in the AIU 2. Joint Director (Research) as equivalent to the JS in the AIU 3. Deputy Director (Research) as equivalent to the DS in the AIU 4. Assistant Director (Research) as equivalent to US on Direct Recruitment in the AIU 5. Sr. Research Assistant as equivalent to SO in the AIU 6. Research Assistant as equivalent to Assistant in the AIU <p>GC further resolved that Dr. S.Rama Devi Pani be placed in the Pay Scale of US in the AIU on the date of her direct selection on the post of the Assistant Director and accordingly she be given the benefit of financial upgradation/personal promotion/promotion as applicable to the AIU staff in the same pay scale in accordance with the AIU Rules.</p>



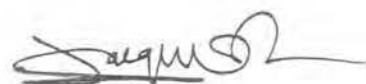
Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No.	Employee / Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
8 & 9	Ranjana Parihar	There is only one post of Deputy Secretary (Finance) and as per rules she should be promoted on the post and that the post should not have been advertised;	Since Ms. Ranjana Parihar has already been promoted to the post of Deputy Secretary (Finance) and her service on the post has been regularised, the Committee recommends that the post of Deputy Secretary (Finance) be treated as filled up and should not be advertised.	GC approved the recommendation of the Grievance Committee
10	Ranjana Parihar	The post of Joint Secretary (Administration) be filled through proper channel by following transparent procedure; She be given opportunity to appear before Selection Committee as she fulfils the requisite qualifications for the post	No action required as the post of the Joint Secretary (Administration) is vacant and is to be advertised in accordance with the Recruitment & Promotion Rules of the AIU; the Committee further recommends that the Committee constituted by the AIU as per the direction of the MHRD for framing/revision of the Recruitment & Promotion Rules may be expanded to include two experts and suggests the name of Mr. Sandeep Chatterjee, Registrar JNU and Prof. Ummikrisnan former Registrar of the JNU and that the meeting of the committee be convened at the earliest;	GC approved the recommendation of the Grievance Committee
11	Sambhav Srivasta	Confirmation of Probation	In view of the fact that Mr. Sambhav Srivastava was appointed as Section Officer (Evaluation) nearly five years ago and that neither the selection committee nor the GC had made his appointment conditional, the committee recommends that his services may be confirmed;	GC approved the recommendation of the Grievance Committee
12	Sambhav Srivasta	Release of arrears due to him from 1.1.2006	No action Required as the arrears due to Mr. Sambhav Srivastava has since been paid;	No action required as the matter has already been settled
13	Sreedevi Nair	The decision of the 321st Governing Council be given effect which approved her regular promotion as Section Officer	Given the fact that the GC had approved for the regularisation of her service as Section Officer (though, the resolution of the GC gives no justification for the exception particularly when the personal promotion was given by relaxing the qualification), the request of Ms. Sridevi Nair is justified. However, the decision shall have the implications of bypassing another staff who is senior to her and that it may trigger demand for regularisation from all such staff who were given personal promotion. This in view, the committee recommends that the matter be referred to the GC for further direction;	After careful perusal of the GC resolution as referred, the GC resolved that the employee was appointed on personal promotion and that the same was confirmed by the GC. Hence her application for regularisation cannot be acceded to.



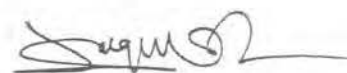
Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
14	SK Dua	Request for grant of personal promotion/ financial up-gradation	Perusal of the record shows that Ms. S. K. Dua was given the benefit of 3rd personal promotion (PB2 GP4800) in 2007 and were later given the benefit of Part B (PB3 GP 5400) in 2011. Hence the committee finds no merit in her representation and recommends that she be considered for her 4th financial upgradation when its becomes due in accordance with the promotion policy of the AIU	GC approved the recommendation of the Grievance Committee
15	SK Dua	Request for issuing office order stating that the Governing Council has waived off the Educational Qualification on regular promotion as Section Officer	Since the Governing Council has already waived off the educational qualification in case of Ms. Sridevi Nair and Ms. S.K. Dua while approving their personal promotion on the post of the Section Officers, the committee recommends that necessary office order be issued by the Administration Division; As regards other employees who do not meet the minimum eligibility qualification for personal promotion, the committee recommends that such cases be considered on merit of the each case and with due regard to past precedence in similar cases;	GC resolved that the employee has already been appointed on personal promotion and therefore there is no need to issue any letter regarding waiving off of qualification.
16	SK Dua	Request for Reimbursement of Medical Bill from RG Stone Urology & Laparoscopy Hospital	Having considered all the facts of the case and the circumstances and also the seriousness of her ailment which required urgent medical attention the Committee recommends that even though the hospital at that time was not in the approved list, Ms. S.K. Dua be reimbursed medical expenses as per CGHS rates;	GC approved the recommendation of the Grievance Committee
17	Sheetal Harjai Kapoor	Requests for the regularisation of her service	The Committee finds no merit in the representation as far as the regularisation of the services of the employees working on contractual basis; the Committee further recommends that all the vacant positions in the AIU should be advertised as soon as the Recruitment & Promotion Rules are approved on the basis of the recommendations of the committee already constituted in this regard;	GC approved the recommendation of the Grievance Committee.
18	Raj Kumar	Requests for the Regularisation of his service	The Committee finds no merit in the representation as far as the regularisation of the services of the employees working on contractual basis; the Committee further recommends that all the vacant positions in the AIU should be advertised as soon as the Recruitment & Promotion Rules are approved on the basis of the recommendations of the committee already constituted in this regard;	GC approved the recommendation of the Grievance Committee.



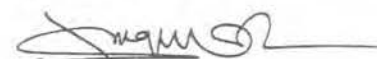
Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
19	Rajinder Kaur	Requests for the Regularisation of his service	The Committee finds no merit in the representation as far as the regularisation of the services of the employees working on contractual basis; the Committee further recommends that all the vacant positions in the AIU should be advertised as soon as the Recruitment & Promotion Rules are approved on the basis of the recommendations of the committee already constituted in this regard;	GC approved the recommendation of the Grievance Committee.
20	Vishal Pathak	Requests for the Regularisation of his service	The Committee finds no merit in the representation as far as the regularisation of the services of the employees working on contractual basis; the Committee further recommends that all the vacant positions in the AIU should be advertised as soon as the Recruitment & Promotion Rules are approved on the basis of the recommendations of the committee already constituted in this regard;	GC approved the recommendation of the Grievance Committee.
21	Yogita Thakur	Requests for the Regularisation of her service: Given her high qualification she may be placed in higher pay scale; She be given leaver and increment benefit as per AIU Bye Laws; Tenure of extension be fixed to more than 6 months;	The Committee finds no merit in the representation as far as the regularisation of the services of the employees working on contractual basis; the Committee further recommends that all the vacant positions in the AIU should be advertised as soon as the Recruitment & Promotion Rules are approved on the basis of the recommendations of the committee already constituted in this regard;	GC approved the recommendation of the Grievance Committee.
22	Poonam Mahajan	Request for the payment of arrears due to her on account of the implementation of the Part B of the 6th Pay Commission	No action required as the matter has already been settled and the arrears due to the employee has already been paid;	No action required as the matter has already been settled.
23	MK Chawla	Request for 2nd Promotion w.e.f 1.1.2006 in the GP 4800 and on completion of 4 years on 1.1.2010 PB 3 GP of Rs. 5400	Committee recommends to refer the matter to the GC for clarification as to what does its resolution that "Mr. Chawla be promoted twice" means and further decision be taken as per the direction of the GC;	GC resolved that the employee was given two promotions and that the employee be accordingly considered for the rest of promotions as per AIU rules.
24	MK Chawla	Request for payment of arrears w.e.f 16.7.2013	No action as the matter is settled and arrears due to him has already been paid;	No action required as the matter has been settled.



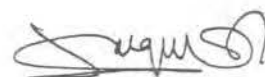
Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
25	Bharat Pathak	Requests for the grant of GP Rs. 5400 as he has completed 4 years in GP 4800	The Committee recommends that staff appointed on solitary positions should not be denied of promotional opportunities available to other employees in the AIU and that all employees in same/similar pay scale be treated at par for the purposes of promotion including financial upgradation/personal promotion; Accordingly, the Committee recommends that he be given the benefit of Part B of the 6th Pay Commission as it was given to the other employees of the AIU.	GC approved the recommendation of the Grievance Committee.
26	Prabir Guha	Request that his pay after reappointment on contractual basis be fixed as per the scale in which he retired	The Committee is of the view that reappointment of AIU staff need to be made on Contractual Basis and in such cases their emoluments be fixed as per the scale in which the employee retired. Accordingly, the Committee recommends that the emoluments of Mr. Prabir Guha be fixed as per the scale in which he retired.	GC approved the recommendation of the Grievance Committee.
27	Administration Division	They may be considered for grant of EL	The Committee finds no merit in the proposal and recommends that all the vacant positions in the AIU should be advertised as soon as the Recruitment & Promotion Rules are approved on the basis of the recommendations of the committee already constituted in this regard;	GC approved the recommendation of the Grievance Committee.
28	Amar Dev	Requests for promotion to the post of Assistant in PB2 GP 4200	The Committee finds no merit in his representation and recommends that his request for the next financial upgradation or personal promotion be decided in accordance with the AIU rules.	GC approved the recommendation of the Grievance Committee.
29	Neelam Kapoor	Requests for preponement of her 3rd personal promotion from 1.1.2006 to September 2003 and may be considered for 4th personal promotion w.e.f. 2010;	Since the Governing Council had explicitly resolved that the cases prior to 1.1.2006 shall not be reopened, the committee finds no merit in the representation. However, the committee realises that this grievance has essentially arisen because the Governing Council chose to make exception in case of Ms. Veena Bhalla who was given the benefit of promotion from 2005. This in view, the Committee recommends to refer the matter to the Governing Council for necessary direction;	GC resolved that the employee be given notional promotion from the date of her eligibility and the rest of promotion be given to the employee accordingly.



Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
30	Neena Suri	Request that the date of her Personal Promotion be advanced from 1.1.2006 to September 2003; further that she be given her 3rd Promotion/ financial upgradation as she has completed 25 years of service in AIU. Also that she be given her 4th promotion w.e.f June 2012; as she has completed the required years of service;	Since the Governing Council had explicitly resolved that the cases prior to 1.1.2006 shall not be reopened, the committee finds no merit in the representation. However, the committee realises that this grievance has essentially arisen because the Governing Council chose to make exception in case of Ms. Veena Bhalla who was given the benefit of promotion from 2005. This in view, the Committee recommends to refer the matter to the Governing Council for necessary direction;	GC resolved that the employee be given notional promotion from the date of her eligibility and the rest of promotion be given to the employee accordingly.
31	Surinder Singh	Request that the date of his first Personal Promotion be preponed to 1.1.2003; and request for dues on account of recoveries made on subsequent re-fixation of pay	Since the Governing Council had explicitly resolved that the cases prior to 1.1.2006 shall not be reopened, the committee finds no merit in the representation. However, the committee realises that this grievance has essentially arisen because the Governing Council chose to make exception in case of Ms. Veena Bhalla who was given the benefit of promotion from 2005. This in view, the Committee recommends to refer the matter to the Governing Council for necessary direction;	GC resolved that the employee be given notional promotion from the date of her eligibility and the rest of promotion be given to the employee accordingly.
32	Sneh Lata	Requests that she be given higher position in PB3 GP 5400 in view of her higher qualification	The Committee finds no merit in her representation as her essential grievance seems to be that despite being highly qualified she was not selected by the selection committees earlier. Hence the committee recommends that she be considered for personal promotion/financial upgradation be processed when it becomes due to her as per the AIU rules;	GC approved the recommendation of the Grievance Committee.
33	Ompal Singh	Requests that he be granted 1st personal promotion after completing 9 years of service from January 2003 to February 2013	Since the Governing Council had explicitly resolved that the cases prior to 1.1.2006 shall not be reopened, the committee finds no merit in the representation. However, the committee realises that this grievance has essentially arisen because the Governing Council chose to make exception in case of Ms. Veena Bhalla who was given the benefit of promotion from 2005. This in view, the Committee recommends to refer the matter to the Governing Council for necessary direction;	GC resolved that the employee be given notional promotion from the date of his eligibility and the rest of promotion be given to the employee accordingly.



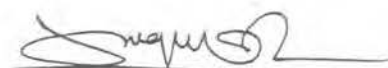
Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
34	Neelam Arora	Requests that she be given higher post/next promotion because she has obtained additional qualification	The Committee finds no merit in her representation because prior to 1999 the AIU did not have any promotion policy. Ever since the AIU adopted the promotion policy she has been getting her financial upgradation/ personal promotion as per rules. The committee, therefore, recommends that she be considered for the next personal promotion/ financial upgradation when it becomes due to her as per the AIU rules	GC approved the recommendation of the Grievance Committee.
35 & 54	Satya Prakash	Requests that the solitary/ex-cadre posts be merged with ministerial/ regular cadre and that he should be granted the benefit of Part B (PB3 GP 5400) on completion of 4 years service in GP 4800; He be given his 3rd Personal Promotion from the due date as per AIU Rules	The Committee recommends that staff appointed on solitary positions should not be denied of promotional opportunities available to other employees in the AIU and that all employees in same/similar PB and GP be treated at par for the purposes of promotion; accordingly, the committee recommends that he be given the benefit of Part B of the 6th Pay Commission as was given to other employees of the AIU in the same/similar PB and GP;	GC approved the recommendation of the Grievance Committee.
36	IP Goel	His gratuity calculations are not in accordance with Rule 5 of AIU Gratuity Rules; He worked in AIU from 1.4.1982 to 28.2.2009 and is entitled to gratuity for 127 Quarters while he has been paid gratuity for 107 Quarters only;	The Committee finds no merit in the representation and agrees with the view of the Administration and Finance Division that Mr. Goel has been paid his gratuity as per rules and that the calculations are correct;	GC approved the recommendation of the Grievance Committee

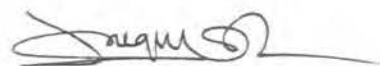


Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
37	DS (Finance)	Part B of the 6th Pay Commission which was essentially meant for the Section Officers has been wrongly implemented to extend the benefit to even Assistant/UDC/LDC etc which had been promoted to SO under personal promotion; As a result it has caused injustice to other employees	<p>The Committee perused all the documents and earlier Resolution of the Governing Council in this regard and reached the conclusion that there have been three kinds of anomalies in the implementation of 6th Pay Commission in the AIU:</p> <ol style="list-style-type: none"> 1. Part B of 6th Pay Commission was not applicable to the AIU and was therefore wrongly adopted in the AIU; 2. The way Part B was implemented in the AIU has benefitted even those employees which were not entitled to such benefits; 3. Employees were given the benefit of next post whereas they were entitled to only financial upgradation to the next GP; <p>As a result, the committee finds, 35 permanent employees of the AIU at the present out of 46 were unduly benefitted. Besides, about 5 employees who were given such benefits have since retired. Obviously, this has led to dissatisfaction amongst the remaining employees; since it is the considered opinion of the Committee that reversal/withdrawal of the earlier decision shall not be advisable as it would cause dissatisfaction among the employees who have already been getting the benefits, the Committee recommends to refer the matter to the Governing Council for considering one of the following two proposal submitted by the DS Finance for consideration and approval as under:</p> <ol style="list-style-type: none"> 1. To accord one step higher PB/GP as one time measure to employees after 4-4 years (as is done in case of SOs/PS equivalent) who were given just the next higher GP on 1.1.2006 subject to the completion of 4 years in the same (lower) GP and subsequently after 4 years to all (a) MTS in GP 1800 to 2000 in place of GP 1900; (b) Officers in GP 5400 to 7600 in place of GP 6600; (c) Officers in GP 6600 to 8700 in place of GP 7600; (d) Officers in 7600 to 8900 in place of GP 8700; OR 2. To accord one step higher PB/GP for the above categories of employees on 30.6.2012 i.e. the date when new policy of personal promotion (CAS 2012) was approved; 	<p>After detailed deliberations, the GC resolved that all the employees who were given the financial benefit of upgradation (next higher grade pay only) may be considered for the financial benefit of promotion as a one time measure on meeting the minimum qualifying service of promotion as per DOPT OM No. AB 14017/61/2008-Estt (RR) dt. 24.3.2009, as has been given in case of employees in the GP of 2400, 4200 & part B benefit after the implementation of the 6th CPC report.</p> <p>GC further resolved that such employees be also required to give an undertaking as obtained in case of employees who were given the benefit of Part B of the 6th CPC.</p>

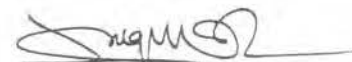


Recommendation of the Grievance Committee & Decision of the Governing Council				
Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
38 & 39	Usha Rai & Negi	Requests for Second personal promotion/ financial upgradation as she has completed 8 years of service on 1.1.2014; Accordingly, anomaly in pay fixation during the implementation of 6th Pay Commission be corrected;	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee. Further the GC resolves that since the position of the SRA is now upgraded to the position equivalent to SO, the employee may be placed in PB2 GP 4800 as on 1.1.2006 and PB3 GP 5400 on her personal promotion in 2008 at par with the benefit given to other AIU employees under Part B of the 6th CPC.
40	Neelam Arora	She be given her 3rd Personal Promotion from the due date as per AIU Rules	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee.
41	Shambhu Dutt Sharma	Fourth Personal Promotion/ financial upgradation as he has completed 6 years of service in the pay scale on 5.8.2014;	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee
42	Virender Singh	Fourth Personal Promotion/ financial upgradation as he has completed 6 years of service in the pay scale on 27.10.2014;	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee.



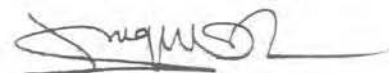
Recommendation of the Grievance Committee & Decision of the Governing Council

SL No	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
43	Administration	Enhancement of remuneration for the consultants and the Contractual staff	<p>While the Committee had not found any merit in the representations made by the Consultants and the Contractual employees for the enhancement of their remuneration and for other benefits because they were being paid what was offered to them at the time of their appointment and that their grievance has no basis. However, as a conscientious employer committed for the welfare of its employees, the AIU should be considering revision in the rate of remuneration and benefits payable to the Consultants and Contractual employees. With this objective in mind and considering all the factors, the Committee recommends that the monthly remuneration payable to the Consultants and employees working on contractual basis on consolidated salaries be fixed as under:</p> <p>Consultants: Rs. 40,000/=</p> <p>Fellow/Trainee (Research): Rs. 24,000/=</p> <p>Trainee (Library Assistant): Rs. 24,000/=</p> <p>Trainee (Assistant): Rs. 20,000/=</p> <p>Trainee (DTP Operator): Rs. 16,000/=</p> <p>MTS : Rs. 12,000/=</p> <p>Driver: Rs. 16,000/=</p> <p>The Committee further recommends that the Consultants and the staff on Contractual basis be also paid Rs. 500/=PM as Medical Allowance and Rs. 500/=PM as Conveyance Allowance;</p> <p>The Committee recommends that the enhanced rates of remuneration including the Medical Allowance and the Conveyance Allowance be made applicable from the first date of the month following the date of approval by the Governing Council;</p>	<p>GC approved the recommendations of the Grievance Committee.</p> <p>GC further resolved that in future Consultants appointed after retirement be paid a Gross Emolument equivalent to the sum total of the BP+GP+DA drawn as on the date of retirement.</p>
44	Balbir Singh	Requests for financial upgradation personal promotion to PB 2 GP 4200 wef 29.3.2009	The Committee agrees with the view of the Administration Division and recommends that the matter be referred to the Staff Affair Committee for consideration as per the AIU Rules;	GC resolved that the employee be given the benefit of higher grade pay at par with the post of receptionist from which he retired and that there is no need to place the matter before the Staff Affair Committee.
45	Ankur Gupta	Requests for the regularisation of his contractual appointment as Data Entry-cum-DTP Operator	The Committee finds no merit in the representation as far as the regularisation of the services of the employees working on contractual basis; the Committee further recommends that all the vacant positions in the AIU should be advertised as soon as the Recruitment & Promotion Rules are approved on the basis of the recommendations of the committee already constituted in this regard;	GC approved the recommendation of the Grievance Committee.



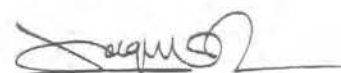
Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
46	Veena Chawla	Requests for adjustment of gaps as she was given her first promotion after 11 years whereas the same was due after 9 years; Employees junior to her are drawing one step higher grade pay than her and hence the same may be corrected by protecting her salary	The Committee finds no merit in her representation because prior to 1999 the AIU did not have any promotion policy. Ever since the AIU adopted the promotion policy she has been getting her financial upgradation/ personal promotion as per rules. The committee, therefore, recommends that she be considered for the next personal promotion/ financial upgradation when it becomes due to her as per the AIU rules	GC approved the recommendation of the Grievance Committee.
47 & 56	Sassi TA	He joined AIU as peon in 1985 and was confirmed on the post in 1986; He was given 1st Promotion in August 1999, after 13 years of service; He was given 2nd promotion in September 2007, after 8 years of service; He be given his 3rd Promotion as he has completed 25 years of service;	The Committee finds no merit in his representation because prior to 1999 the AIU did not have any promotion policy. Ever since the AIU adopted the promotion policy he has been getting his financial upgradation/ personal promotion as per rules. The committee, therefore, recommends that he be considered for the next personal promotion/ financial upgradation when it becomes due to him as per the AIU rules; further the Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee
48 & 51	Harjinder & Kaur	Requests for financial upgradation promotion as she has completed 8 years of the required service; She be given her 3rd Personal Promotion from the due date as per AIU Rule;	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee.
49	Manju Kalia	Request for financial upgradation/ promotion to PB 9300-34800 GP 4800 as she has completed 8 years of required service	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee.



Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
50	Manju Kalia	She be given her 3rd Personal Promotion from the due date as per AIU Rules	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee
52 & 53	Suman Gandhi	Requests for financial upgradation/ promotion in GP 4800 as she has completed 8 years of service in GP 4200; She be given her 3rd Personal Promotion from the due date as per AIU Rules	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee.
55	Virender Singh	Requests for 4th Promotion from August 2014	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee.
57	Bahadur Singh	He be given his 3rd Personal Promotion from the due date as per AIU Rules	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee.
58	Suresh	He be given his 3rd Personal Promotion from the due date as per AIU Rules	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee.
59	Shambhu Dutt	He be given his 4th Personal Promotion from the due date as per AIU Rules	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee.
60	KB Katiyal	Requests for review of his remuneration being paid to him	The Committee finds no Merit in the representation as Mr. Katiyal is being paid salaries which he has agreed to accept while accepting the appointment as Consultant on a consolidated salary;	GC resolved that the emolument for the consultant (s) be fixed as per decision at Item No. 43 above.
61	Virender Singh	He be given his 4th Personal Promotion from the due date as per AIU Rules	The Committee recommends that the representation be referred to the Staff Affairs Committee for consideration in accordance with the AIU Rules;	GC approved the recommendation of the Grievance Committee.



Recommendation of the Grievance Committee & Decision of the Governing Council

Sl. No.	Employee /Ex-Employee	Grievance	Recommendation of the Grievance Committee	Decision of the Governing Council (GC) Meeting held on 18.1.2016
62	Amrendra Pani	Requests for the revival of the provision for the payment of Additional Duty Allowance (Presumptive Pay) to the AIU Officer who have been assigned additional duties;	The Committee finds no merit in the proposal;	GC resolved that a detailed proposal in this regard be submitted for further consideration.
63	Mukesh Kumar	Request for regularisation of his service, enhancement of salary and increment and other benefits	The Committee finds no merit in the representation as far as the regularisation of the services of the employees working on contractual basis; the Committee further recommends that all the vacant positions in the AIU should be advertised as soon as the Recruitment & Promotion Rules are approved on the basis of the recommendations of the committee already constituted in this regard;	GC approved the recommendation of the Grievance Committee.
64	Tek Chand	Request for regularisation of his service, enhancement of salary and increment and other benefits	The Committee finds no merit in the representation as far as the regularisation of the services of the employees working on contractual basis; the Committee further recommends that all the vacant positions in the AIU should be advertised as soon as the Recruitment & Promotion Rules are approved on the basis of the recommendations of the committee already constituted in this regard;	GC approved the recommendation of the Grievance Committee.
65	Collective from 7 Employees	All senior employees of the AIU have been adversely affected by the way the Part B Section II of the 6th CPC	Since this grievance has arisen on account of the way the Part B of the 6th Pay Commission has been adopted and implemented, the Committee recommends to refer this and other similar cases to the GC for a policy decision with regard to the Part B of the 6th Pay Commission;	Be decided as per Item No. 37 above.
66	Collective 37 Employees	The benefit of stepping up be given to all employees of the AIU from Secretary General to MTS; Implementation of the Decision of the Governing Council dated 13.7.2009 to grant higher grade pay to employees be implemented;	Since this grievance has arisen on account of the way the Part B of the 6th Pay Commission has been adopted and implemented, the Committee recommends to refer this and other similar cases to the GC for a policy decision with regard to the Part B of the 6th Pay Commission;	Be decided as per Item No. 37 above.
67	Administration Division	Adoption of GOI Rules for Deputation & Foreign Service	The Committee recommends that Government of India Rules for Deputation & Foreign Service be adopted in the AIU	GC approved the recommendation of the Grievance Committee.

