

**MINUTES OF THE 25<sup>th</sup> MEETING OF THE FINANCE COMMITTEE OF  
NATIONAL INSTITUTE OF TECHNOLOGY CALICUT HELD AT 11.30AM ON  
27<sup>th</sup> APRIL 2013 AT HOTEL CLASSIC INN, BANGALORE**

Members Present

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|--|------------------|
| 1. Dr. C. G. Krishnadas Nair<br>Hon. Chairperson, BoG, NIT Calicut           | Hon. Chairperson |
| 2. Dr. M. N. Bandyopadhyay<br>Director, NIT Calicut                          | Member           |
| 3. Smt. Uma Pillai IAS<br>Former Secretary to Govt. of India                 | Member           |
| 4. Mr. Yogendra Tripathi<br>Joint Secretary and Financial Advisor, IFD, MHRD | Member           |
| 5. Dr. P. Vineeth Kumar<br>Nominee of the Senate, NIT Calicut                | Member           |
| 6. Dr. Santosh G Thampi<br>Registrar, NIT Calicut                            | Secretary        |

The Hon. Chairperson, Board of Governors, NIT Calicut called the meeting to order at 11.30AM and welcomed the members. Members of the FC joined the Hon. Chairperson in expressing gratitude to the previous member of the FC (Dr. T. K. Suresh Babu representing the Senate of NITC) and appreciated his services. The following decisions were taken at the meeting.

Subject	<b>FC25.01 Passing the minutes of the 24<sup>th</sup> meeting of the FC</b>
Decision	The minutes of the 24 <sup>th</sup> meeting of the FC was confirmed and ratified.
Subject	<b>FC25.02 Report on action taken/ pending on the minutes of the 24<sup>th</sup> meeting of the FC</b>
Decision	The FC noted the report on action taken/ pending on the decisions taken at its 24 <sup>th</sup> meeting.
Subject	<b>FC25.03 Consideration of the budget proposals for the year 2013-'14</b>
Decision	The meeting took note of the revised budget estimates for 2012-'13 and the budget proposals for the year 2013-'14. It was observed that the projections in the proposed budget for 2013-'14 were worked out based on the corresponding estimates for the previous financial year (as was the practice followed previously) and the actual grants received and expenditure incurred during the previous financial year was not taken into account in working out these figures. The latter aspect was discussed in detail, and a revised budget estimate for 2013-'14 was drawn up. The revised budget for 2013-'14 was approved by the FC and recommended to the BoG. The BoG may consider.
Subject	<b>FC25.04 Restructuring of non-teaching (non-faculty) posts</b>
Decision	Registrar presented the highlights of the report of the Committee set up by the BoG to study and prepare a revised proposal for restructuring of non-teaching positions of the Institute in line with the guidelines issued by the MHRD. The proposal addresses key issues including mapping of existing non-faculty to the new structure, direct selection and promotions, details pertaining to breakup and distribution in different cadres etc. The meeting discussed the proposals in detail. It was also informed that the Hon.

	High Court of Kerala has granted an interim stay on implementation of restructuring in a petition filed by a section of employees and this will have to be vacated before implementation of the proposal. The meeting recommended the proposal for restructuring of non-faculty positions to the BoG for approval. As the proposal for restructuring of non-faculty positions has to be approved by the MHRD before implementation, it was decided to submit the same to the MHRD for consideration and approval, after it is approved by the BoG. The BoG may consider.																		
Subject	<b>FC25.05 Proposal for Inclusive Innovation Centre</b>																		
Decision	The meeting discussed the revised proposal for setting up an Inclusive Innovation Centre (IIC) in the Institute, drafted by the Committee appointed by the BoG in its last meeting for this purpose. The FC agreed in principle to the proposal for establishing an IIC in NITC. It was decided that IIC should be registered as an independent society and the Board of Management (BoM) of the IIC will comprise of, besides the Director of NITC, three representatives each of NITC and the Alumni and a few eminent persons who can contribute to the cause. Members felt that the proposal needed to be more specific and need to identify few problems on which work would start once it is established. Alumni will raise the funds for establishing the IIC and contribute to its day to day working. Land/ building required for the purpose will be leased by NITC at market rates. Regarding, rules governing day to day functioning, it was felt that these need to be simple and should avoid red tape. Dean (R&C) and Dr. Vineeth Kumar, Member, FC and BoG, were asked to take the guidance of Prof. M. Vijayan, Member, BoG, in this regard. The BoG may consider.																		
Subject	<b>FC25.06 Request to enhance the remuneration of ad-hoc non-faculty</b>																		
Decision	<p>The meeting discussed the revised proposal presented before it to enhance the remuneration of adhoc non faculty. Registrar informed the meeting that it was becoming difficult to engage good quality staff, especially in technical posts, because of the relatively low remuneration paid in NITC compared to that in neighbouring Institutions like IIM and the University of Calicut. Also, the present remuneration was fixed more than 2 years back. He also informed the meeting of the remuneration paid in some NITs and IITs. JS &amp; FA, MHRD, observed that the rates suggested seem to be slightly high and suggested a revision of the recommended enhancement. After detailed deliberations, it was decided that the rates would be revised as follows:</p> <table border="1" data-bbox="587 1532 1163 1912"> <thead> <tr> <th>Sl. No.</th> <th>Present Remuneration (₹)</th> <th>Revised remuneration (₹)</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>5760</td> <td>8,000</td> </tr> <tr> <td>2</td> <td>7000 to 7500</td> <td>10,000</td> </tr> <tr> <td>3</td> <td>8000</td> <td>11,000</td> </tr> <tr> <td>4</td> <td>10,000</td> <td>12,000</td> </tr> <tr> <td>5</td> <td>12,500 to 13,000</td> <td>14,000</td> </tr> </tbody> </table> <p>Revision of wages of adhoc staff engaged on daily wage basis will be done based on the enhanced remuneration listed above. The enhancement will be effective from 01.05.2013. The FC decided to</p>	Sl. No.	Present Remuneration (₹)	Revised remuneration (₹)	1	5760	8,000	2	7000 to 7500	10,000	3	8000	11,000	4	10,000	12,000	5	12,500 to 13,000	14,000
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	recommend this proposal favourably to the BoG. The BoG may consider.
Subject	<b>FC25.07 Cashless Medical Treatment – Proposal for tie up with National Hospital</b>
Decision	The FC discussed and recommended favourably to the BoG the proposal to empanel National Hospital, Kozhikode, for offering cashless medical treatment facility to NITC faculty and staff. It also laid down certain criteria which have to be ensured before such proposals are brought before the FC/ BoG. (i) The hospitals should be so selected as to ensure reasonably good regional coverage. (ii) The hospitals shall be approved by Government and other statutory bodies and shall be well reputed. (iii) The hospitals shall have on its roll the services of a good number of reputed specialist doctors. Taking note of the fact that many reputed hospitals are not willing to offer cashless treatment facility at CGHS rates, the FC also recommended to the BoG to permit tie up with such hospitals and allow employees to avail facilities/ treatment (including room rent) in hospitals with which the Institute has entered into an MoU regarding cashless medical treatment, at rates higher than CGHS rates, subject to the condition that employees will remit the hospital charges in excess of CGHS rates directly in the hospitals. The BoG may consider.
Subject	<b>FC25.08 Request for extension of the period of engagement of Officer appointed for implementation of one rank- one pension scheme</b>
Decision	The FC discussed the proposal for extension of services of Sri. V. Balasubramanian, Officer appointed for implementation of the one rank- one pension (minimum guaranteed pension) scheme by 9 more months from 25.03.2013, with the last month salary drawn by him (excluding HRA) as consolidated monthly remuneration.. Registrar had requested this extension to complete the above mentioned work along with correction of irregularities pointed out by the Income Tax Department and rectification of errors in pay fixation of faculty. In view of the urgency of the matter, the Hon. Chairperson, BoG, had approved the request subject to ratification by the BoG. The FC accepted and recommended the proposal to the BoG The BoG may consider.
Subject	<b>FC25.09 Request for extension of the period of engagement of the Legal Officer</b>
Decision	The Registrar presented a background of ongoing litigation and enquiries under RTI and expressed the difficulties faced by the administration in coping up with the resulting pressure and responding in time. The FC accepted the proposal for reemployment of Adv. T. Harikrishnan, Legal Officer, for a period of one year, on contract basis for a consolidated monthly remuneration of ` 33,000/-, after the present tenure of contract is completed. A short gap may be ensured before the new engagement. The FC recommended the proposal to the BoG. The BoG may consider.
Subject	<b>FC25.10 Request for extension of the period of engagement of the Accountant</b>
Decision	The Registrar presented a proposal for extension of the period of engagement of Ms. Krishnapriya P. B. as Accountant, once the tenure of her present engagement is over. The FC accepted the proposal for reemployment of Ms. Krishnapriya P. B. as Accountant for a period of one year, on contract basis for a consolidated monthly remuneration of ` 33,000/-, after the present tenure of contract is completed. A short gap may be ensured before the new engagement. The FC recommended the proposal to the BoG. The BoG may consider.

Subject	<b>FC25.11 Implementation of 8<sup>th</sup> Kerala State pay revision to non-teaching staff from 1.7.2004</b>
Decision	<p>The FC reviewed the overall situation in this regard including implementation of 8<sup>th</sup> Kerala State pay revision for non-teaching staff, verification of statements of pay fixation of all employees by the Internal Audit Officer, the communication received from the MHRD (vide letter F no.4-15/2009-TS.III dated 25.03.2013) intimating that the Ministry of Finance, Department of Expenditure, did not agree with the recommendations of the MHRD on the pay rationalization proposals submitted by NITC and the detailed reply (vide letter no. Estt./P1/2444/ dated 08.04.2013), submitted subsequently to the MHRD by NITC, containing information/ clarifications required for removing the apprehensions of the Finance Ministry and requesting reconsideration of their decision. The FC also took note of a judgment of the Hon. High Court of Kerala dated 15.1.2013, in WP (C) No 9971 of 2007 (K) filed by an employee of the Institute, ordering that pay “shall be revised and pay arrears shall be paid within two months thereafter”. The Registrar informed that the MHRD is contemplating filing an appeal against this order. The FC noted that an undertaking has been obtained individually stating that excess payment to them in this regard, if any, shall be recovered at any point of time, if any decision to that effect is made by the MHRD in similar cases in other NITs also. Also, the pay has been revised w.e.f. October 2012 and revision of pay of those non teaching staff who retired before October, 2012 has not yet been done. The FC recommended that the administration shall discuss the judgment with the Standing Counsel in the Hon. High Court of Kerala expeditiously and take appropriate action to avoid contempt of court proceedings. The Hon. High Court of Kerala shall be informed that NITC has partly complied with the order and appraised of the difficulties involved in implementation of the remaining part of the judgment. The BoG may consider.</p>
Subject	<b>FC25.12 One rank - one pension issue - request for permission to regulate pension payment to CREC pensioners as per Kerala Service Pension Rules</b>
Decision	<p>The FC discussed the issue of pensioners of the erstwhile CREC who retired prior to 1.4.2004. Since the benefits of both Central and State pension revisions have not been extended to them since conversion of CREC to NITC, and a decision regarding shifting them to the Central pattern and making CCS (Pension) Rules applicable to them is yet to be taken by the MHRD, the FC accepted the proposal to regulate pension payment to CREC pensioners for the period from 1.4.2004 under Kerala State Pension Rules and adjust payments already made to them and recommended it to the BoG. The BoG may consider.</p>
Subject	<b>FC25.13 Any other item permitted by the Chair</b>
Decision	<p><b>(i) Request for sanctioning sabbatical leave</b></p> <p>The FC considered the proposal for granting sabbatical leave for one year to Sri. Mokalla Srinivas, Assistant Professor, Dept. of Mechanical Engineering, for completing his PhD. As he satisfies the guidelines for grant of sabbatical leave, the FC decided to recommend his request favourably to the BoG. The BoG may consider.</p> <p><b>(ii) Request to permit official journeys in connection with project work in private airlines</b></p> <p>The FC considered the request of Dr. P Parameswaran, Assistant Professor, Department of Chemistry,</p>

to reimburse the expenses incurred towards travel in a private airline by him from his DST project (sanction SERB/F/1788/2012-13) for delivering a lecture at the 3<sup>rd</sup> INDO-GERMAN Conference on Modeling Chemical and Bio-Chemical (Re)activity at NIPER and IISER Mohali, during 26<sup>th</sup> February to 1<sup>st</sup> March 2013. The FC noted the remarks of the Internal Audit Officer (IAO) that since the journey was in connection with his externally funded project which specified only the maximum amount to be spent under the head 'travel' in the project grant, private airline charges may be reimbursed, if cheaper than AIR INDIA, to enable restricting the travel expenses within the sanctioned grant. The FC recommended to the BoG that travel by private airline can be permitted, if cheaper than AIR INDIA, in the case of externally funded projects. The BoG may consider.

**(iii) Request of the NITC Multi-purpose Co-operative Society for reducing the rent of premises allotted in the Student's Amenity Centre (SAC)**

The FC discussed the request of the NITC Multi-Purpose Co-operative Society (NITC-MPCS) functioning in the Institute campus to reduce the monthly rent of the Society's new extension counter functioning in the Student's Amenity Centre to a nominal amount. Since the NITC-MPCS is a non-profit motive welfare institution formed under the Kerala State Co-operative Society's Act (Act 21 of 1969), with the right for membership reserved exclusively for the staff and students of NITC and the extension counter is dealing with items for students only and is operated mainly for the benefit of students staying in the Men's Hostel, the FC recommended to the BoG that a nominal rent of `1 (Rupee One Only) may only be levied from the Society (fixed by the Governing Body of the CREC as per Resolution 83.08) as in the case of the building in which Society's office and the main branch is functioning. However, the FC laid down a condition that the rates charged from students on various items sold through this outlet shall be fair and below rates prevailing in the open market. The BoG may consider.

**(iv) Request for sanction to pay US \$2760 to Prof. Dr. Mihir Sen of the University of Notre Dame, USA**

The Registrar briefed the FC about the issue of non payment of remuneration to Dr. Mihir Sen, Professor in the Department of Aerospace & Mechanical Engineering, University of Notre Dame, USA, who visited NITC during 24<sup>th</sup> September to 16<sup>th</sup> October 2011, on the invitation of the Department of Mechanical Engineering. As per the invitation, Dr Mihir Sen was offered a remuneration of US \$ 120 per day, for 23 days of his stay and work at NITC (US \$ 2760). The Registrar informed the meeting that although these rates may not be in line with the one approved by the BoG in its last meeting, this commitment had already been made by the Institute and has to be honoured. The FC noted that payment is overdue since long. The FC approved the proposal for payment and recommended it to the BoG. The BoG may consider.

**(v) Request of Smt J Sathidevi, former Junior Superintendent for reimbursement of actual expenses on medical treatment**

The FC considered the request of Smt. J Sathidevi, then Junior Superintendent, Accounts Section, (later died while in service on 5.10.2012), to sanction reimbursement of actual medical expenses to her, treating it as a special case.. Since the official died while in service, during the course of medical treatment for which the advance of `3,10,500 was drawn by her, the FC recommended to the BoG that the balance unadjusted medical advance of `1,58,233/- may be written off as a special case on purely humanitarian grounds. The BoG may consider.

**(vi) Request for payment/ increase in additional duty/ charge allowance**

The FC did not take up this item due to lack of time and deferred it to the next meeting.

**(vii) Request of Sri. T. Raghunathan, DR (S&P) for grant of 3 more months study leave**

The FC recommended to the BoG that the request of Sri. T. Raghunathan, Deputy Registrar (S&P) to grant him study leave for 3 more months to enable him to submit his PhD thesis at NITK, Surathkal may be considered favourably. As he is eligible for leave, his request may be processed as per rules. The BoG may consider.

**(viii) Request for sanctioning sabbatical leave**

The FC discussed the requests of Dr. A. K. Kasturba, Associate Professor, Department of Architecture, to sanction her sabbatical leave for one year to do research on a Post-Doctoral Fellowship (PDF) for women for 6 months from 1.6.2013 in IIT Madras (IITM) and for another 6 months in continuation (up to 31.5.2014) in the University of Illinois, USA. Dr. Kasturba is serving the Institute since May, 1990 and has not availed sabbatical leave till date. As she had been permitted on an earlier occasion to avail post doctoral fellowship at IIT, Madras and work there for 6 months and she had not been able to do that, Hon. Chairperson, BoG, had permitted her to report at IITM and work on a Post-Doctoral Fellowship (PDF) for women for six months from 1.6.2013, subject to ratification by the BoG. The FC recommended to the BoG for ratification of the decision. Regarding the request for proceeding to the University of Illinois, USA, for doing short term research, the FC recommended to the BoG that she may be advised that it should be routed through proper channel including the Departmental Consultative Committee of the Department of Architecture, and should come with the recommendation of the Director to enable it to consider the request. The BoG may consider.

**(ix) Disbursement of remuneration for work done for NIT Sikkim**

The FC recommended to the BoG that the proposal of the Coordinator, NIT, Sikkim (NITS) at NITC for disbursement of the amount released by the Director, NITS, among the staff of NITC, towards claim for extending support to NITS students while they were at NITC may be approved. The BoG may consider.

**(x) Information regarding expenditure from Students Welfare Fund**

The FC noted that an amount of `2,12,415/- is being released from the Students Welfare Fund for reimbursing the expenditure incurred in connection with the sad demise of four students in two separate accidents.