

**MINUTES OF THE 27th MEETING OF THE FINANCE COMMITTEE OF
NATIONAL INSTITUTE OF TECHNOLOGY CALICUT HELD AT 12.00 NOON ON
22nd OCTOBER 2013 AT KADAVU RESORTS, KOZHIKODE.**

Members Present

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| 1. Dr. C. G. Krishnadas Nair | Hon. Chairperson |
| Hon. Chairperson, BoG, NIT Calicut | |
| 2. Dr. M. N. Bandyopadhyay | Member |
| Director, NIT Calicut | |
| 3. Mr. R. Srinivasan | Member |
| Director (TC), MHRD | |
| 4. Dr. P. Vineeth Kumar | Member |
| Nominee of the Senate, NIT Calicut | |
| 5. Dr. R. Vijayakumar | Secretary |
| Registrar, NIT Calicut | |

Smt. Uma Pillai IAS expressed her inability to attend the meeting due to prior commitments.

The Hon. Chairperson, Board of Governors, NIT Calicut called the meeting to order at 12.00 Noon and welcomed the members. The following decisions were taken at the meeting.

Subject	FC27.01 Passing the minutes of the 26th meeting of the BoG
Decision	The minutes of the 26 th meeting of the FC was confirmed and ratified.

Subject	BG27.02 Report of action taken/ pending on the minutes of the 26th meeting of the FC
Decision	The FC noted the report of action taken/ pending on the decisions taken at its 26 th meeting.
Subject	FC27.03 Rationalization of pay scales of non-teaching staff – Reporting current status and request for decision on future course of action
Decision	Director informed the FC that as per the decisions taken in the 17-th BoG (17.23) and subsequently in 20-th BoG (20.06), institute has implemented the Pay rationalization report pertaining to the non-teaching staff of the Institute and revised pay has been paid from October 2012 onwards after obtaining an undertaking individually from the employees 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. In the light of the letter received from the MHRD as per No.4-15/2009-TS-III dated 23-rd July 2013, stating that the Finance ministry did not agree to the proposal submitted by the Institute for Pay rationalization and BoG was requested to take necessary action on the matter. The FC discussed the matter and felt that there is no need to discuss the matter again in FC and the matter can be directly placed before the BoG.
Subject	FC27.04 Consideration of the report of the Faculty Grievance Redressal Committee
Decision	The item was deferred in the last BoG meeting. Based on resolution BG17.05 dated 18.01.2012, a Faculty Grievance Redressal Committee was formed with the Dean (Faculty Welfare) as Chairman and four other faculty members and the Registrar as members. The MHRD vide Para (v) of Letter No.F.33-7/2011-TS-II dated 18.03.2013 has suggested that there has to be an effort at the level of the BoGs of NITs, exercising its powers under the Statutes, to eliminate pay anomalies of faculty. The FC considered the report of the committee containing the recommendations on various cases of grievances. The Registrar pointed out that the report of the Faculty Grievance Redressal Committee has three parts; (i)Grievances Related to Pay Anomaly(ii)Other Grievances and (iii) General Recommendations for One-time CAS. The Finance Committee discussed the report and noted that the grievances reported were primarily related to pay anomalies arising from the pay revision. After a detailed discussion, the FC decided to recommend to the BoG to accept the recommendations of the Faculty Grievance Redressal Committee about the “Grievances related to Pay Anomaly”. Many of the grievances falling into the second category (Other Grievances) are due to delay in V-CPC

	<p>CAS in the Institute earlier. The Registrar informed the FC that some of these grievances are redressed by the completion of the “one time CAS” in July2013.Some others are not recommended by the Faculty Grievance Redressal Committee.</p> <p>The 23rd meeting of the BOG (BG 23.04) had resolved not to consider experience of the faculty members in Government/Government aided institutes for the one-time CAS promotions conducted recently. The dates of eligibility for one-time CAS were reckoned by correcting anomalies, if any, as per BG17.06. In accordance with these, the FC decided to recommend to the BoG to consider the recommendations of the Faculty Grievance Redressal Committee which is in accordance with BG17.06 and BG23.04. Thus the recommendations of the Faculty Grievance Redressal Committee (in the second category) on the grievances of by Mr. K.A. Abdul Nazeer, Dr. S.D. Madhukumar and Dr. M.S. Sunitha are recommended to be accepted with notional benefit from their dates of eligibility and monetary benefits from the date of this BoG meeting i.e. 22-10-2013.</p> <p>The FC observed that the third part of the report on “General Recommendations for One-time CAS” is not relevant any more as the one time CAS was already conducted by the Institute in July 2013.</p>
Subject	<p>FC 27.05 Request for permission to appoint an MIS Officer and two support staff on ad-hoc basis in the Office of TEQIP</p>
Decision	<p>The Coordinator, TEQIP II of the Institute has requested for permission to appoint a Management Information System (MIS) Officer, two support staff and one data entry operator on ad-hoc basis in the Office of TEQIP to enable him to carry out day to day activities connected with the implementation of the project. Qualifications for these posts and mode of appointment have been proposed. The FCconsidered the request and resolved to recommend to the BoG to engage an MIS Officer, two support staff, and one data entry operator on contract basis for the duration of the project. The remuneration proposed for MIS Officer (Rs.40,000 p.m.) and support staff and data entry operators (Rs.10,000 p.m. each), and qualifications suggested are also accepted. The expenses incurred in this regard will be from TEQIP grants.</p>
Subject	<p>FC27.06 Request for permission to apply for Income Tax exemption under section 10 (22-C) of IT Act and to entrust the job to Chartered Accountants</p>

Decision	<p>The Officer on Special Duty (Finance) has pointed out that since the Institute is generating taxable income by way of Bank interest and through consultancy works, application for exemption of Income Tax exemption under Section 10 (22) C of IT Act is mandatory. The application for IT exemption is to be submitted in the prescribed format to the chief Commissioner of Income Tax through licensed IT consultants. Since the procedure for availing Tax exemption is a complex and time consuming one, the OSD has suggested that the work may be entrusted to a Chartered Accountant. The members of the FC observed that there is no need to engage a full time Chartered accountant for this purpose and resolved to recommend to the BoG to permit service contract for the work for limited period of time only..</p>
Subject	<p>FC 27.07 Request for BoG's approval for BWC resolution on labour charges</p>
Decision	<p>The Institute is paying wages to labourers engaged for routine maintenance and repair works undertaken by Engineering Unit, as per the schedule of rates approved by Kerala Public Works Department (KPWD). The KPWD has since revised the schedule of rates and accordingly, the Buildings and Works Committee (BWC), as per decision 2013:01:08, dated 4.2.2013, has approved the adoption of the revised rates for payment of labour charges as per necessity. The BWC has further resolved to adopt future KPWD schedule revisions automatically for payment of labour charges.. The institute placed the suggestion by the BWC for the approval of the FC and BoG. After a brief discussion of the matter, the FC resolved to recommend to the BoG for approval of the suggestion to adopt KPWD schedule revisions automatically for payment of labour charges.</p>
Subject	<p>FC27.08 Request of Class IV employees to count half of their Part Time service for MACP up-gradations.</p>
Decision	<p>The Institute had reported that a majority of the supporting staff (former class IV employees),now in service (40 out of 47), were recruited as Part-Time Sweepers (PTS) in REC. In the REC system, regular class IV employees were appointed from PTS by selection. The above mentioned staff got promotion after one to seventeen years of part time service. Subsequent to the conversion of REC to NIT, all such PTS were regularized as full time class IV employees as there is no system of PTS under CCS rules. At present, their part-time service is not reckoned for any service benefits except counting half of the part-time service for calculation of retirement benefits. Since there was no regular pay scale to PTS, on regularization from part-time service they started drawing pay at the minimum of the lowest pay scale only. Following a request from the employees, the institute proposed to reckon half of the Part-Time</p>

	<p>service for MACP up-gradation also.</p> <p>The Finance Committee did not recommend this proposal observing that MACP can be given only from the date of regular service.</p>
Subject	FC27.9 Request of Medical Officer and Para-medical staff of the Institute Health Centre to sanction eligible Central Scales from 1.4.2004
Decision	<p>The Medical Officer and Para-medical staff (one Nurse and one Pharmacist) of the Institute Health Centre has requested for sanctioning the scale of pay applicable to the medical and Para - medical staff in Dispensaries under Government of India, Ministry of Health and Family Welfare, instead of the rationalized scales already sanctioned to them.</p> <p>The Finance committee studied the matter and observed that the request cannot be permitted without detailed study. Mr. R.Srinivasan suggested that a detailed proposal be prepared and sent to the ministry for examination. The matter can be taken up after this. The FC resolved to advise the BoG to instruct the institute to send a detailed report in this matter for the consideration of MHRD and that the matter can be decided at that time.</p>
Subject	FC27.10 Request of the Officer on Special Duty (OSD) to permit to opt for the scale of pay of Deputy Registrar
Decision	<p>Sri C Unnikrishnan, Sr. Audit Officer from AG's Office, working on deputation as Officer on Special Duty (OSD) had exercised option to draw pay in the pay scale of Deputy Registrar (DR) to which he has been posted on deputation. He had requested to fix his pay as per the provisions in OM No 6/8/2009/Estt (Pay II) dated 17.06.2010 issued by the Department of Personal and Training (DoP&T), Government of India. Pending approval from the BoG, he was allowed to draw only his parent department pay plus 10% deputation allowance.</p> <p>On placing the request for approval, Hon. BoG as per BG 23.13 (iii) dated 24.7.2013 observed that the request can be granted only if provision of such an option had been mentioned in the request of the Institute seeking deputation.</p> <p>The FC noted that the OSD is performing the duties and has the responsibilities of a Deputy Registrar. However, he was specifically appointed as an "Officer on Special Duty" and therefore he is</p>

	not eligible for the pay scale of Deputy Registrar. The Finance Committee resolved to recommend to the BoG not to consider the request of the OSD (Finance) favorably
Subject	FC27.11 Request of Jagadeesha T Assistant Professor for reimbursement of expenses on writing Book under PDA.
Decision	<p>Sri Jagadeesha T, Assistant Professor, Mechanical Engineering Department has requested to reimburse the expenditure of Rs.39770/-met by him for writing a book titled ‘Fluid Power Generation, Transmission and Control’ from his Professional Development Allowance (PDA). The book was published by John Wiley and Sons Pvt Ltd, 2013 edition, ISBN 978-81-395403 and relates to the academic area of the faculty. The existing guidelines for PDA approved by the Hon BoG as per resolution BG 18.07 dated 3.5.2012 does not provide for reimbursement of expenses on writing books, whereas, it was permitted previously, as per proceedings dated 11.01.2010.</p> <p>The members of the Finance Committee were of the opinion that the proceeds from the sale of books will benefit the author. Therefore expenses related to publishing a book cannot be treated as an activity eligible to be regarded for reimbursement from PDA. The Finance committee decided to recommend to the Board likewise.</p>