

Proceedings of Syndicate Meeting dated 07.11.2022

PANJAB UNIVERSITY, CHANDIGARH

Minutes of the meeting of the Syndicate held on **07th November, 2022 at 11.00 a.m.** in the Syndicate Room, Panjab University, Chandigarh.

PRESENT:

1. Professor Raj Kumar ... (in the Chair)
Vice Chancellor
2. Shri Amandeep Singh Bhatti
Director, Higher Education, U.T., Chandigarh
3. Dr. Balbir Chand Josan
4. Shri Davesh Moudgil
5. Professor Devinder Singh
6. Professor Hemant Batra
7. Dr. Jayanti Dutta
8. Dr. Jagtar Singh
9. Dr. Mukesh Arora
10. Dr. Neeru Malik
11. Professor Prashant Gautam
12. Shri Rajiv Kumar Gupta
Director, Higher Education, Punjab
13. Dr. Rupinder Kaur
14. Professor Sukhbir Kaur
15. Principal S.S. Sangha
16. Shri Satya Pal Jain
17. Professor Savita Gupta
18. Professor Yojna Rawat
19. Professor Yajvender Pal Verma ... (Secretary)
Registrar

At the outset, the Vice Chancellor wished good afternoon to each one of the esteemed members of the August House and welcomed them to the meeting.

Condolence Resolution

The Vice Chancellor said, "With a deep sense of sorrow, I may inform the honorable members of this August House about the sad demise of:

- i) Professor M.M. Puri ji, former Vice-Chancellor on October 10, 2022; and
- ii) Dr. Manoj Sharma, Professor UBS & Ex-Fellow of Panjab University Senate on November 5, 2022.

The Syndicate expressed its sorrow and grief over the passing away of Professor M.M. Puri ji and Dr. Manoj Sharma and observed two minutes' silence, all standing, to pay homage to the departed souls.

RESOLVED: That a copy of the above Resolution be sent to the members of the bereaved families.

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Vice-Chancellor's Statement

1. The Vice-Chancellor said, "I am pleased to share that:
 1. our University is proud of featuring of names of 27 faculty members in the list of top 2% scientists. The analysis was conducted by a team of scientists at Stanford University, USA, assessing scientists for citation impact during the calendar year 2019 and the database was published in a journal on October 16, 2021.
 2. Prof. Indu Pal Kaur, Chairperson, UIPS was awarded with the prestigious National Intellectual Property Award for year 2021 & 2022 for being the top Indian Individual for patents filing, grant and commercialization. The award was presented by Sh. Piyush Goyal, Union Minister for Commerce & Industry for her magnanimous achievement.
 3. Elections to the Panjab University Campus Students Council were conducted peacefully during October, 2022 with the distinct help and support of the UT administration and our university officials.
 4. With pro-active cooperation of all stakeholders, the 3rd Global Alumni Meet of our vibrant university has been successfully held on November 4-5, 2022. Shri Jagdeep Dhankhar ji, Hon'ble Vice President of India and Chancellor of our university inaugurated the same.

Shri Satya Pal Jain, referring to point 1 & 2 of the Vice Chancellor's Statement, stated that all the members would agree with him that felicitation of the Syndicate should be conveyed to the persons, who had been awarded. He also congratulated the newly elected President, Secretary and office bearers of the Panjab University Campus Students Council. Similarly, the members would also agree with him that the Hon'ble Chancellor, Shri Jagdeep Dhankhar, had accepted the request of the Vice-Chancellor and spared his valuable time to visit the University at a very short period. The Hon'ble Chancellor addressed, interacted with different stakeholders and gave valuable suggestions. This is the first meeting of the Syndicate, after the visit of the Chancellor. They must express their gratitude and thank the Chancellor, on behalf of the Syndicate, and the same should be conveyed to him. Secondly, it is for the first time in the history of University that a Chancellor had interacted with the stakeholders of the University and called them to the Raj Bhawan for interaction. Thirdly, it must be conveyed to Hon'ble Chancellor that the suggestions given by him for trying to take the University at higher position, would be adopted and the University would function on the way suggested by him. The Chancellor talked about transparency, zero tolerance & corruption and stressed to work in unison. The Chancellor had also said that if any one wished to give any suggestion, he could write to him. He (Shri Satya Pal Jain) suggested that they should assure him (Chancellor) that the University would try to act on the suggestions/tips given by him. He hoped that shortly they would be able to take the University to newer heights.

Dr. Jaynati Dutta said that since the Hon'ble Chancellor had talked to them very accessibly, he must be appreciated, and with this the confidence level of the stakeholders would definitely increase. Some of the Senators could not meet the Chancellor as they were not aware of the fact that the Chancellor would interact with each and every stakeholder. She suggested that they should request the Chancellor, if possible, to visit the University again so that the Fellows, who missed the opportunity to meet him, could get a chance to meet him.

Dr. Neeru Malik said that, Professor Yojna Rawat had talked about the age of superannuation (65 years) of teachers of the University, during the interaction, the

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Chancellor had said that the age of superannuation of teachers working in the Colleges situated in Chandigarh had been raised to 65 years, to which they all felt very happy and proud.

Professor Yojna Rawat said that, in fact, the Chancellor had showed a very positive attitude on the two issues - (i) enhancement of age of superannuation to 65 years; and (ii) converting Panjab University into a Central University, which encouraged them a lot. From his conversation, they could sense that it is somewhere in his mind that the teachers of the University had become inferior to the teachers of affiliated Colleges. She had brought it to the kind notice of the Hon'ble Chancellor that since the teachers are entangled in the litigation and are feeling insecure, they could not focus on the research.

Professor Devinder Singh said that he would also like to put on record his appreciation for the Hon'ble Chancellor for giving unprecedented time for this University. If the Head of this University gave so much time to the University, the University would definitely move forward. He is sure that the Hon'ble Chancellor would visit the University again by sparing his precious time. The Chancellor had met them individually and sought suggestions from them, and they are preparing the same. He requested all the stakeholders from the floor of this House that they should submit their suggestions to the Hon'ble Chancellor within a week.

Shri Davesh Moudgil said that he would like to congratulate the Vice Chancellor and his team for conducting the PUSC election in a transparent and peaceful manner. All the segments of the University, i.e., members of the Senate, Syndicate, representatives of teachers, Students and Non-Teaching had met the Hon'ble Chancellor during his visit to the Campus. They had held a grand function and the Chancellor had interacted with all the stakeholders and shared their viewpoints with one another. From the views of the Chancellor, it could be easily assumed that only such a person could be the head of this University and give a right leadership to the University. He congratulated the Vice Chancellor and his team for holding such a grand function. According to him, this event could have been glorified by giving it more publicity. Since their alumni are spread all over the world, they could have sought contribution from them for the betterment of the University. He suggested that in future such an event should be organised after having a brain storming session.

Professor Sukhbir Kaur, agreeing with the viewpoints expressed by other members, said that they felt happy and proud that the Hon'ble Chancellor had given them so much time to interact. The persons, who could not meet him, were called to Raj Bhawan to interact. They had tried to project the good image. In fact, she had wished that they should present only a good part of the University to the Chancellor as it was his first visit to the University, but she was sorry to point out that a lot of negativity had also been brought to his notice. Whenever they write to him, they should bring to his kind notice whatever good and great achievements had been done for the University, so that he (the Chancellor) could feel happy that he is the Chancellor of the University, which had made so much progress/achievements.

The Vice Chancellor stated that, as suggested by the Hon'ble members, he had already written a thanks letter to the U.T. Administration and other concerned quarters. Moreover, he had also thanked all the concerned on phone. He had been told that such a transparent, unbiased and peaceful election of the PUSC has been held for the first time in the history of Panjab University. In fact, this was the statement of U.T. Administration.

This was appreciated by all the members by thumping of desks.

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Continuing, the Vice Chancellor said that it is for the first time that the efforts of the U.T. Administration had been recognized. He felt that if anybody helps the University, there is no harm in recognising the efforts and thanking the concerned parties. Keeping all these factors in mind he had thanked the Chandigarh Administration, especially police administration and invited them for a cup of tea and several Officers of the Administration also joined him on tea. Secondly, it has to be seen whether the University should write a letter to the students, who have been elected members of PUSC and other office bearers. He did not know whether such a practice existed in the University or not. Anyhow, he respected the sentiments expressed by the Hon'ble members.

Professor Devinder Singh said that the team, which has got conducted the PUSC election transparently, peacefully and successfully, should be appreciated.

The Vice Chancellor said that the efforts of the team, which has conducted the Students' Council transparently, peacefully and successfully, would certainly be appreciated. The Vice Chancellor further said that he also respected the sentiments expressed by the members for the Hon'ble Chancellor. Now, it has become a part of the history that the Hon'ble Chancellor had tried his level best to give opportunity to give time to one and all. In fact, it was (interaction) done earlier also, but the same was informal. Since the Hon'ble Chancellor was very much focused about the concerns of the University and his attitude was streamlined, the members might have understood that they have to submit their presentation in a systematic manner. Even though the Hon'ble Chancellor has risen to the highest level, but is well aware of the latest information and got updated himself. He is of the opinion that the Hon'ble Chancellor should be made aware of the things, which are in the interest of the University. He is happy to know that the Hon'ble Chancellor was focussed about the academics and research of the University and they had a big responsibility on this. As a Vice Chancellor, he is ready to take initiative in this regard.

RESOLVED: That –

1. gratitude be expressed to the Hon'ble Chancellor, Shri Jagdeep Dhankhar ji, for sparing his valuable time to visit the University at a very short notice and interacting with the different stakeholders and giving valuable suggestions;
2. felicitation of the Syndicate, be conveyed to Professor Indu Pal Kaur, Chairperson, University Institute of Pharmaceutical Sciences, on having been awarded with the prestigious National Intellectual Property Award for year 2021 & 2022;
3. the Vice Chancellor and his team, be appreciated for conducting the Students' Council election transparently, peacefully and successfully; and
4. the information contained in Vice Chancellor's Statement at Sr. No. 1, 3 and 4, be noted.

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- 2.** Considered the following recommendations of the Board of Finance dated 14.10.2022 (Items 3 & 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26 and 27):

Item 3 & 4

That:-

1. The notification of Government of Punjab, Department of Higher Education vide letter No.HED-EDU10MISC/121/2022-5edu/I/434672/2022 dated 28.09.2022 (Appendix-IV)(Page 16-28) regarding the revision of pay of Teachers and Equivalent Cadres be adopted for implementation and for those employees who are drawing pay corresponding to Central Government Pay Scales, their pay shall be revised as per CPC notification (Appendix-V).
2. The Revised Estimates 2022-23 and Budget Estimates 2023-24 duly recommended by the Budget Estimate Committee as per Appendix-I & II be approved. The Hon'ble Vice-Chancellor be authorized to make re-appropriation from one budget head to another within the overall approved budget allocation.
3. The Ministry of Education/UGC and Govt. of Punjab may reset/re-determine the yearly amount of salary grant to be released to Panjab University, Chandigarh in consequences to the implementation of revised scales. After the implementation of revised scales, the issue of payment of arrear be taken up separately.

The summarized position of Revenue Budget Estimates is as follows:

A) Revenue Receipts:

(Rupees in lacs)

| Sr. No. | Heads of Income | Actual | | Estimates for the current year 2022-23 | | | 2023-24 |
|-------------|---|---------|----------|--|---------------------------------|----------|-----------|
| | | 2020-21 | 2021-22 | Original | Actual w.e.f. 1.4.21 to 30.9.22 | Revised | Estimates |
| (A) | Revenue Receipts | | | | | | |
| I | Fee of Examinations | 7095.62 | 11748.14 | 15100.00 | 5680.00 | 19500.00 | 14300.00 |
| II | Partially Self-Financed Departments | 6327.81 | 6940.63 | 6421.18 | 3966.82 | 7255.15 | 7401.78 |
| III | University Teaching Departments | 1258.43 | 1192.49 | 1366.00 | 1231.79 | 1412.80 | 1475.68 |
| IV | University School of Open Learning | 1093.13 | 1872.14 | 1556.80 | 1232.41 | 1600.00 | 1533.25 |
| V | Registration Certificate/CET fee etc. | 2502.39 | 2869.67 | 2870.10 | 1313.47 | 3211.05 | 3338.01 |
| VI | Income from Hostels | 121.80 | 345.31 | 1150.00 | 495.36 | 1150.00 | 1206.50 |
| VII | Income from Sports Fee (PUSC) | 278.55 | 394.97 | 428.60 | 204.92 | 419.60 | 453.26 |
| VIII | Pub. Bureau, Lib. fee & Research Journals | 5.38 | 16.26 | 24.90 | 13.65 | 21.20 | 24.17 |

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|------------|---|-----------------|-----------------|------------------|-----------------|-----------------|-----------------|
| IX | Other Income (i.e. Interest, Late admission fee, Sale of Admission forms, Rent of Guest Houses & Sale of Scraps etc.) | 990.64 | 964.50 | 1071.00 | 479.88 | 1092.20 | 1162.30 |
| X | Affiliation Continuation Fee | 43.18 | 42.18 | 43.00 | 12.74 | 48.00 | 50.00 |
| XI | Non-Recurring Receipts such as Lapsed Securities, Rotational Entrance Test etc. | 0.00 | 0.00 | 0.00 | 0.00 | 50.00 | 50.00 |
| | Total(Revenue Receipts) | 19716.93 | 26386.29 | 30031.58 | 14631.04 | 35760.00 | 30994.95 |
| (B) | ANNUAL MAINTENANCE GRANTS | | | | | | |
| a) | UGC/MoEd | 24750.00 | 26235.00 | 27808.58 | 13904.55 | 27809.10 | 29477.65 |
| b) | Govt. of Punjab | 3929.75 | 2808.78 | 3613.21 | 1984.87 | 4174.97 | 3830.00 |
| | Total (Annual Maintenance Grants) | 28679.75 | 29043.78 | 31421.79 | 15889.42 | 31984.07 | 33307.65 |
| (C) | Supplementary Grant | | | 39988.26 | | 31485.19 | 11867.61 |
| | Grand Total (A+B+C) | 48396.68 | 55430.07 | 101441.63 | 30520.46 | 99229.26 | 76170.21 |

NOTE: The examination fee of RE 2022-23 includes fee pertaining to one semester of previous academic session as the academic session of 2021-22 was delayed because of COVID -19.

B) Revenue Expenditure:

| (Rupees in lacs) | | | | | | | |
|------------------|---|----------|----------|--|--------------------------------------|----------|--------------------------|
| Sr. No | Heads of Expenditure | Actuals | | Estimates for the current year 2022-23 | | | Budget Estimates 2023-24 |
| | | 2020-21 | 2021-22 | Original | Actual w.e.f. 1.4.2021 to 30.09.2022 | Revised | |
| 1 | Salaries | 34647.67 | 36695.68 | 47836.86 | 19013.50 | 41239.51 | 48050.74 |
| 2 | i) Retirement Benefit (Leave-encashment/ Gratuity etc.) | 2006.18 | 2046.38 | 2478.77 | 1454.60 | 3244.65 | 3349.60 |
| | ii) Provision for Pension | 8941.54 | 9526.11 | 12962.55 | 7381.28 | 13137.51 | 13130.64 |
| 2 (a) | Arrears of revision of Pay/Pension (w.e.f. 01.01.2016 to 31.10.2022) | | | | | | |
| | i) Salaries/Leave-encashment Gratuity etc. | | | 20059.08 | 0.00 | 20874.67 | |
| | ii) Pension | | | 6806.65 | 0.00 | 6942.78 | |
| 3 | Medical Assistance/ | 400.12 | 591.99 | 816.50 | 298.74 | 816.50 | 816.50 |

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|----|---|-----------------|-----------------|------------------|-----------------|-----------------|-----------------|
| | medicines | | | | | | |
| 4 | Leave Travel Concession/Home Town Concession | 1.53 | 26.04 | 106.50 | 52.36 | 126.50 | 126.50 |
| 5 | Books & Journals, Publications etc. | 945.83 | 904.86 | 1054.10 | 213.32 | 1111.10 | 1112.85 |
| 6 | Teaching & Research Aids and Other outreach activities | 126.29 | 205.84 | 356.29 | 109.77 | 377.00 | 384.99 |
| 7 | Scholarships/ Fellowship/ Subsidy/ Contribution etc. | 245.25 | 330.94 | 472.11 | 109.29 | 547.51 | 567.79 |
| 8 | New Academic Programme, NAAC Fee, Registration Fee etc. | 26.89 | 5.03 | 35.17 | 13.26 | 46.57 | 42.11 |
| 9 | Conducting Examinations (except Salary Components) | 928.61 | 1949.84 | 3720.47 | 993.92 | 3590.58 | 4074.33 |
| 10 | i) Office & Other General Administration expenditure | 395.89 | 475.84 | 841.12 | 358.94 | 942.70 | 735.08 |
| | ii) Audit Fee (Local Audit Department, U.T., Chandigarh) | 214.53 | 175.42 | 250.00 | 0.0 | 250.00 | 275.00 |
| | iii) Election of Fellows | 25.11 | 142.69 | 14.89 | 15.50 | 30.00 | 2.50 |
| 11 | Electricity & Water Charges | 632.73 | 716.78 | 1079.00 | 424.41 | 985.50 | 1032.83 |
| 12 | Running, Repair & Maintenance of equipment's and vehicles etc. | 185.08 | 224.04 | 370.81 | 92.77 | 379.19 | 387.93 |
| 13 | Annual Repair, Maintenance & Minor Improvements (Civil, Electrical, Public health etc.) | 889.36 | 733.33 | 1010.12 | 330.46 | 1023.71 | 1032.82 |
| 14 | Refund of fee & Other Non-recurring expenditure | 0 | 0 | 27.00 | 292.64 | 27.00 | 27.00 |
| 15 | Hostel Expenditure (excluding Salaries of regular employees) | 182.93 | 137.63 | 628.34 | 143.27 | 460.12 | 473.95 |
| 16 | Expenditure on Sports Activities (PUSC) | 162.00 | 409.67 | 515.30 | 175.67 | 515.30 | 547.05 |
| 17 | Uncovered Deficit of previous years | | | | | 2560.86 | |
| | Total | 50957.54 | 55298.11 | 101441.63 | 31473.70 | 99229.26 | 76170.21 |

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| | |
|--------------|---|
| NOTE: | 1. The actual expenditure includes the accrued expenditure including the provision for gratuity & leave encashment with respect to teachers who have been allowed to continue beyond the age of 60 years as per the interim direction of Hon'ble High Court. The actual disbursement shall be made against the liabilities as reflected in the Balance Sheet. |
| | 2. For 2022-23 (RE) salary includes an amount of Rs.13.28 crore for Teaching and Non-Teaching employee on account of revision of pay-scales proposed to be released w.e.f. 01.11.2022. The liability of arrear from 01.01.2016 to 31.10.2022 is shown separately at Sr.No.2 (a). The annual additional liability for 2023-24 (BE) is Rs.39.86 crore for both Teaching & Non-Teaching employees. |
| | 3. Salary also includes provision for filling up of 50 teaching posts (40 Assistant Professor and 10 Associate Professor). |
| | 4. The provision of pension includes of Rs.6.43 crore on account of revision of pension proposed to be released w.e.f. 01.11.2022. The liability of arrear of pension w.e.f. 01.01.2016 to 31.10.2022 is shown separately at Sr.No 2 (a). The annual additional liability for 2023-24 (BE) is Rs.16.37 crore. |

Item 5

That a Committee be constituted with the nominees of Punjab Government and Union Territory, Chandigarh, to work-out the detailed modalities to nullify the effect of AFUS (10/20/30 years) *ab initio*, by refixation of pay of concerned employees from the year 2012 onwards, i.e. from the date when AFUS (10/20/30) was implemented on the analogy of decision of Govt. of Punjab where by inconsistencies of pay re-revision was addressed as a part of pay revision packages and the Vice-Chancellor be authorized to approve the same for onwards submission to the Syndicate and Senate.

- NOTE:**
1. On the recommendation of the Board of Finance dated 19.7.2013 (Agenda Item No. 11), the Syndicate and Senate vide para No. 5 (item No. 11) dated 24.08.2013 and para No. LX (item No. 11) dated 29.9.2013, respectively, approved the Assured Financial Upgradation Scheme (on completion of 10/20/30 years) to the all categories of Panjab University Non-Teaching employees which stands implemented w.e.f. 29.02.2012. In the scheme there was an option either to continue with 4/9/14 or to opt for 10/20/30. For new entrants the scheme of 10/20/30 was made compulsory.
 2. The following clarificatory point regarding exact cut-off date for compulsory implementation of the Assured Financial Upgradation Scheme was put up before the Board of Finance in its meeting dated 5.9.2014 (Agenda Item No.10) wherein it was resolved that:

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| Sr.No | Query | Clarification |
|-------|--|---|
| 2. | The exact cut-off date for compulsory implementation of the Assured Financial Upgradation Scheme for new entrants. | The cut-off date for compulsory implementation of Assured Financial Upgradation Scheme be taken as and when the competent body i.e. the Senate finally approves these clarifications. |

3. The Syndicate and Senate dated 13th /26th .09. 2014 & 14.12.2014 respectively vide Paragraph VIII (**Appendix-VII**)(Page 66-70) approved such clarifications.

4. As per above decision the **cut-off date for compulsory implementation of AFU Scheme for the new entrants was 14.12.2014, i.e. the date when clarification for implementation of scheme were approved by the Senate.**

5. However the audit did not admit such cut-off date and on 25.04.2017 it observed as under:

“The AFU Scheme had been made applicable w.e.f. cut-off date 29.02.2012. The said officials were appointed after the cut-off date i.e., in the year 2013. As a general rule of prudence/equality there should be one cut-off date for one scheme for each and every group of employee of their organization”

6. To resolve this issue, the Committee had given the following recommendation:

“One time option may be given to the University employees who came in to University service before 14.12.2014 (i.e. final cut-off date for compulsory implementation of 10/20/30 scheme (AFUS) as per the decision of the Senate dated 14.12.2014) & had no occasion to exercise 10/20/30 w.e.f. 29.02.2012 as per circular dated 31.12.2013 and who have not received any arrears nor chosen/opted either 4/9/14 scheme (ACPS) or 10/20/30 scheme (AFUS)”

7. The employees only seek option to opt one Scheme out of two schemes i.e. Assured Career Progression Scheme (ACPS-4/9/14) of Punjab Govt. or Assured Financial Upgradation Scheme (AFUS-10/20/30) of P.U.

8. As per decision of the Senate dated 27.03.2022 adopted the 6th Pay Commission of Punjab Govt. in terms of Punjab Govt. Notification issued for Non-teaching employees of the University. The employees who have already opted the Assured Financial Upgradation Scheme have an impact on their respective pay.

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Item 7

That the full facts of the case regarding grant of leave encashment of 122 days to Col. Guljit Singh Chadha (former Registrar, P.U. Chandigarh) along with relevant provisions of PU Rules/Regulations be forwarded to the DOPT for seeking advise that whether the clarification issued by DOPT regarding encashment of earned leave in Central Autonomous Body/PSU would be applicable in this case and further necessary action regarding release of leave encashment in this case be taken depending upon the advise/clarification of the DOPT.

NOTE: 1. In pursuance of decision of the Syndicate vide para II dated 28.9.2014, Col. Guljit Singh Chadha (Retd.) was appointed as Registrar in Panjab University for period of four years. He joined as Registrar on 01.10.2014 and on 30.9.2018, he completed his term as Registrar.

2. He was sanctioned leave encashment vide office order No. 12413-22/Estt. dated 18.9.2018 which was approved by the Syndicate vide para 15-I (ii) dated 14.10.18.

3. In this context, the ACLA observed on 30.10.2018 as under:-

(i) "That Col. G.S. Chadha has been appointed as Registrar for a fixed term of 4 years vide No. 20531/Estt dated 29.9.2014. The appointment was to be covered by the regulations and rules of Panjab University conditions of service, discipline & conduct and grant of leave etc. to its employees, as incorporated in the Panjab University Calendar Vol. I & III and other rules and instructions framed there under. The Panjab University has not framed any rules for a grant of Leave encashment of unutilized earned leave on the expiry of contractual term in respect of contractual employees of the Panjab University.

(ii) That the case be examined with reference to Govt. of India Department of Personnel Office Memo No.14028/1/2017-Estt(L) dated 27.6.2017 regarding leave encashment up to maximum of 300 days."

4. The case was examined by legal committee in its meeting dated 30.07.2021. The committee took cognizance of the clarification of Secretary, Ministry of Personnel, Public Grievances and pensions, Department of Personnel and Training, New Delhi vide No. 14029/5/2019-Estt. (L) dated 23.01.2020, the relevant portion of which is reproduced here below:-

"The provisions of the CCS (Leave) Rules, 1972 and the O.M.s issued by the DoPT there under are applicable only to such Government servants as are covered by the provisions of Rule 2 of the said rules and are not suo motu applicable to the employees of the Panjab University.

However, if any analogy is proposed to be drawn or if these rules, are to be adopted, a decision has to be taken by the Governing Body of the University.”

5. The committee further observed that:-

“The members of the Committee were of the view that as the conditions of service of the Registrar and the other administrative officers shall be the same as laid down under the Rules & Regulation quoted above therefore, there is no need for framing rules regarding grant of leave encashment to the Registrar, as observed by the ACLA in the audit observation.

The committee also was of the view that the Regulation 1.1 at page 104 of P.U. Cal. Vol-I, 2007 and the rules regarding leave encashment do not debar that a person (i.e., Col. Guljit Singh Chdaha (Retd.), Former Registrar, P.U., Chandigarh) who had already received 300 days of leave encashment from his previous employer i.e., Indian Army will not get leave encashment for his services/term appointment as Registrar (through open selection) in the Panjab University, Chandigarh.”

The detailed recommendation of the committee is placed at (Appendix- X) (Page 71-74).

6. The case was again put up before the audit and the audit observed on 14.09.2021 as under:

“The decision of the Committee is having financial burden on PU exchequer. The Govt. of India letter dated 27.6.2017 clearly provides that leave encashment shall be admissible in the entire service of an officer for upto 300 days. In the instant case Col. Guljit Chadha Ex-Registrar has already taken leave encashment for his service at Indian Army. Moreover, the clarification dated 23.1.2020 of Government of India has also proposed to adopt the guidelines of Govt. of India dated 27.6.2017 by Governing body of the University”.

7. As per the order of the Vice Chancellor, the case was again put up before the audit and the audit observed on 18.10.2021 as under:

“The matter has been discussed, audit retreat its earlier observations. The P.U. is also receiving Grant in aid from the Govt. of India through UGC for salary & other related benefits. Leave Encashment is a part of salary

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benefit. It is therefore again advised to review the orders for grant of leave encashment to Col. G.S. Chadha (Retd.) former Registrar in view of Govt. of India letter dated 27.06.2017 and matter be put-up to Governing bodies of P.U. through BOF "

The following clarification has been given by Department of Personnel & Training, Govt. of India on its website link <https://dopt.gov.in/sites/default/files/Leave-25032013.pdf>

| Encashment of Earned Leave on joining Central Government from PSUs & vice versa | | |
|--|---|--|
| Sr. No. | Frequently asked Questions | Answer |
| 2. | Whether Leave Encashment allowed by Govt. under CCS (Leave) Rules, 1972 on absorption in a Central autonomous body/PSU is to be taken into account? | Encashment of EL allowed by the Govt. under the CCS (leave) Rules, 1972 for service rendered in the Central Govt. prior to absorption in Central autonomous body shall not be taken into account while calculating the number of days of E.L. encashable in an autonomous body/PSU for the post absorption period. |

8. In view of observations of audit, the case is being put up before the BOF for re consideration.

Financial Liability: 6,01,692/-

Item 8

That the University shall write a formal letter to the concerned department of Government of Punjab to verify the authenticity of Punjab Government notification dated 4.3.2021. If the said notification found to be genuine then the pay of those contractual employees who have been appointed before 20.11.2020 and have been working for the last 5 to 10 years shall be fixed at the minimum of the Pay Band/GP (including DA) as per 5th Pay revision on completion of 10 years of service by the concerned incumbent.

- NOTE:**
1. The Board of Finance in its meeting dated 13.11.2018 vide Agenda Item No. 17 recommended to allow initial of the pay scale including DA to various Categories of employees appointed on contract basis as and when the concerned incumbent completes 10 years of service. After getting it legally examined this recommendation was duly approved by the Syndicate and Senate in its meeting dated 28.5.2019 and 13.12.2019 respectively.
 2. After the notification of revised pay scales as per 6th Pay Commission, the Government of Punjab, Department of Personnel vide notification dated 4.3.2021 clarified that those contractual employees who were in service before 20.11.2020 and were working as such for the last 5 to 10 years, in those cases the pay scale as per 5th Pay revision shall remain applicable.

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Item 9

That the service rendered under RRC of Panjab University by Professor (Mrs.) Manjeet Paintal from 5.10.1987 to 24.7.1994 be counted for calculation of qualifying service for all pensionary/retirement benefits.

Brief facts of the case

- (i) As per the Govt. of India Scheme, a Regional Resource Centre (RRC), was established in the year 1991. At the time of Establishment of this centre the Panjab University had accepted one of the conditions for sanction of grant under the scheme that after the cessation of financial assistance under this scheme, the recurring liabilities of this centre shall be taken over by the University. The financial assistance under this scheme continued to flow to Panjab University from 1991 till 31.03.2010. Thereafter the University took over the recurring liabilities of this centre including man power.
- (ii) Professor (Mrs.) Manjit Pantial was appointed, initially, as Programme Assistant (on 05.10.1987), on temporary basis in above RRC centre. Her term of appointment was extended from time to time with changed designation as summarized hereunder (C/88):-

| Sr No. | Designation | From | To |
|---------------|---|-------------|--------------------------------|
| 1 | Programme Assistant | 05.10.1987 | 27.06.1988 (For six months) |
| 2 | Associate Coordinator | 05.07.1988 | 31.12.1989 |
| 3 | Re-appointed as Associate Coordinator | 25.01.1990 | 20.11.1990 |
| 4 | Upgraded to the post of Co-Ordinator | 21.11.1990 | 24.07.1994 |
| 5 | Appointed as Project Officer on Regular post through proper procedure against substantive post without any break. | 25.07.1994 | Onwards |
| 6 | Retired from University Service as Professor | 31.03.2012 | |

Prof. Manjit Paintal retired from University services on attaining the age of 60 years on 31.03.2012 and her qualifying service was calculated for pensionary benefits from 25.07.1994 i.e., the date when she was appointed on regular basis. Dr. Paintal had requested the University to count her services from 05.10.1987 to 24.07.1994 (as mentioned in above table from Sr. No. 1 to 4) for pension purpose.

- (iii) As per order of the Registrar dt. 25-01-2019, legal opinion was sought from Sh. Girish Agnihotri, Senior Advocate and legal retainer of the University. **Sh. Girish Agnihotri, has opined that the service rendered by Prof. (Mrs.) Manjeet Paintal as Research Assistant in Regional Resource Centre of Panjab University, can be counted towards qualifying service for pensionary benefit. He further advised that since the Panjab University follows guidelines, instructions of MoEd, therefore, it may also be deemed appropriate to seek the clarification from Ministry of Human Resources & Development, New Delhi, Accordingly clarification was sought from MoEd vide no. R02/19/10999/FDO dated 11.06.2019 and the MoEd forwarded the same to UGC.**

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- (iv) The UGC vide its Letter No. F.22-5/2019(PS/MISC) dated 06-08-2019 informed that;

“ the matter pertaining to pensionary benefit does not come under UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measure for the Maintenance for the Maintenance of Standards in Higher Education Regulations 2010”.

- (v) As per the orders of the Vice-Chancellor dt. 06-09-2019, the legal opinion was again sought from Mr. Subhash Ahuja, Legal Retainer of the PU. He opined that ***‘she is not entitled to get her past service rendered from 05.10.1987 to 24.07.1994 counted towards qualifying service for purposes of retiral dues in view of the law laid down based on the University Regulations itself by Hon’ble Punjab and Haryana High Court in CWP No. 10242/2007 Shri Parkash Singh Vs Panjab University dated 25.01.2010’.*** Further he also opined that ***‘Prof. Mrs. Manjeet Paintal is not entitled to get her past service rendered in a project towards qualifying service for the purpose of pension or other retail dues’***
- (vi) In view of two contradictory opinions, the Registrar vide order dated 10-12-2019 decided to seek a third opinion from Sh. Anupam Gupta, Senior Advocate and legal Retainer of the University. He opined that the period of service rendered by Mrs. Manjeet Paintal from 05.10.1987 to 24.07.1994 must be counted towards her qualifying service for pension and/or other retiral benefits. The detailed opinion is attached at (Appendix- XI) (Page 76-80).
- (vii) In pursuant of above final legal opinion, the pension section obtained the approval of the Registrar to count the service period rendered by Dr. (Mrs.) Manjeet Paintal from 05.10.1987 to 24.07.1994 in her qualifying service towards pension and the case was put up to Audit section to admit the case.
- (viii) The ACLA observed that ***“as there is no provision of counting projects service in P.U. Regulations (Pension), the matter may be referred to Punjab Government for clarification if deemed fit”.*** It was clarified that the provisions of Panjab University Pension Regulations have been examined by the University legal Retainer Sh. Anupam Gupta, Sr. Advocate and he interpreted the Pension Regulations in the light of various judgments given by Hon’ble Supreme Court as well as Hon’ble High Court.
- (ix) The Audit again observed that ***“this may not be a single case of Panjab University where benefit of service under project work can be considered for pensionary benefits. There might be a number of cases where the employees will claim benefit for such services under projects and financial implications will be on the Panjab University exchequer. This is completely a policy matter. Hence matter may be put up before the Governing Body of Panjab University i.e. Syndicate/Senate, through Board of Finance to consider the service rendered under project work towards pensionary benefits and to amend PU Regulations accordingly”.***

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1. The, relevant P.U. pension regulation are reproduced as under:

Reg 1.5 “Employee” means any person appointed in the service of Panjab University but shall not include person employed on contract, part-time or daily wage basis or Work-charged or employed under the project/scheme financed by the University Grant Commission, or similar other bodies.

Reg 3.5. Service rendered by an employee as work-charged as also service paid from contingencies, qualifies for pension provided:

- (i) **Such service is followed by regular employment;**
- (ii) **Such service is full-time job (and not part-time or portion of the day).**

Financial Liabilities: Rs.2,61,504/- p.a. (approx..)

Item 10

That the following recommendation of the committee dated 15.10.2020 be approved:-

1. 35% of the overhead amount concerning the Sponsored Research Projects and Schemes is already earmarked for utilization at the discretion of concern Principal Investigators. The remaining 65% may be transferred to the Development Fund for utilization towards the replacement of depreciated assets of concerned departments as well as for General Development needs of the University.
2. In order to ensure optimum utilization of the equipments in the departments and also to generate additional resources, the departments may be allowed to offer the use of equipments to third parties on chargeable basis. The income from such usage shall be credited to the developmental fund account, against which the budget allocations shall be made to departments for replacement of the depreciated equipments. The rate of usages charges shall be determined on the basis of the recommendation of concerned department Technical Committee after taking note of the expenditure on consumable, services and maintenance charges, overheads cost, University margin etc. with the approval of the Vice-Chancellor.
3. In case in any financial year, there is an excess of revenue over the expenditure before depreciation, such excess of revenue (to the extent of amount of depreciation charged in that particular financial year) shall be transferred to the developmental fund for utilization towards replacement of depreciated assets and general developmental needs of the University.

NOTE: The above agenda emanates from the discussion and decision of the BOF dated 07.01.2020, the relevant extract of which is reproduced here below:

“That the value of various assets of the University, which includes Lab equipments, apparatus, etc. are annually depreciating to the

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tune of Rs.18-19 Crores. Therefore, there is a need to have some mechanism to provide funds for the replacement of such depreciating assets. The nominees of the Government of Punjab Sh. S.L. Bansal stated that the University should create a reserve fund for this purpose. On this, it was clarified that presently the University is facing difficulty even to meet the annual committed expenditure and thus, it is very difficult to create any reserve fund out of its internal income.

*It was suggested that a committee of members of the Board of Finance be constituted by the Vice-Chancellor which shall give suitable recommendations in this regard. **This was agreed by all the members**".*

Item 11

That the following non-teaching posts be sanctioned for Panjab University Constituent College, VIII-Karyal, Dharamkot, Moga, Punjab:-

1. Clerk-cum-Data Entry Operator-2
Rs.19900 (Level 2)
2. Junior Scale Stenographer-1
Rs.29200 (Level 5)
3. Junior Technician (G-IV)-2
Rs.19900 (Level 2)

NOTE: 1. To start new course i.e. B.Sc. Non-Medical and to run the Science Laboratories, the above positions are required.

2. **Existing Posts (Non-Teaching) (Pre-Revised Scale)**
P.U. Constituent College, Vill-Karyal, Dharamkot, Moga, Punjab.

1. Clerk-cum-Data Entry Operator-1
(Rs.10300-34800+ GP3200 /GP 3600)
2. Stenographer -Nil
(Rs.10300-34800+GP4400/ GP 4800)
3. Junior Technician (G-IV)-Nil
(Jr. Tech. Rs.10300-34800+GP 3200/GP 3600)

Additional Financial Liabilities : Rs.21,89,700 p.a.

(The expenditure shall be met from within the allocated Budget Grant)

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Item 12

That the emoluments of Medical Officers be enhanced as follows:-

| Sr. No. | Category of Posts | Emoluments | |
|---------|---|------------|----------|
| | | Current | Proposed |
| 1. | Dr. Shruti Sahdev, Medical Officer (Homeopathy) PUSSGRC Hoshiarpur. | 25,200/- | 35,134/- |
| 2. | Dr. Meenu Kapila, Part Time Medical Officer (Ayurvedic) at BGJ Institute of Health, PU. | 10,000/- | 13,942/- |

Financial Liability: Rs. 1,66,512 p.a.

NOTE: The above enhancement is proposed in terms of decision of Board of Finance dated 13.11.2018, Agenda Item No. 5 **(Appendix- XIV) (Page 85-87)**. The case of above doctors was left to be included in the aforesaid agenda.

Item 13

That the existing nomenclature of the following categories of posts be changed as follows:-

| Present Nomenclature | Scale (Pre-Revised) | Proposed Nomenclature | Scale (Pre-Revised) |
|---------------------------|----------------------------|-------------------------|----------------------------|
| Pharmacist | Rs.10300-34800+ GP 4200 | Pharmacy Officer | Rs.10300 34800+ GP 4200 |
| Chief Pharmacist Grade-II | Rs.10300-34800+ GP 4600 | Senior Pharmacy Officer | Rs.10300-34800+ GP 4600 |
| Chief Pharmacist Grade-I | Rs.10300-34800+ GP 4600 | Chief Pharmacy Officer | Rs.10300-34800+ GP 4600 |

NOTE: The change in nomenclature entails no additional financial liability.

Item 14

That the following drivers be paid DC rate applicable for Driver (Heavy Vehicle) w.e.f. the date of issue of order, i.e., 1.6.2020:-

1. Sh. Dharamveer Singh
2. Naresh Kumar
3. Rajinder Kumar
4. Naresh Kumar Rana

Additional Financial Liability; (Rs. 1,06,224/- p.a.)

NOTE: 1. The above rates are in consonance with the Notifications issued by the Deputy Commissioner, U.T. Chandigarh from time to time w.r.t. minimum rate of wages to certain categories of Daily Wage/ Contractual employees.

2. The office orders issued vide No. 5174-76/Estt. dated 1.6.2020 in this regard is available as per **(Appendix- XVI) (Page 90)**.

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3. The audit has observed that approval of competent authority i.e. Board of Finance & Syndicate is required, If they fulfil the other terms and conditions for the post of Heavy Duty Driver.
4. Since the drivers are driving HTV Vehicles, hence they fulfil the terms and conditions the grant of D.C. rate mention for Driver (Heavy Vehicle).

Item 15

That the nomenclature of the budget head and enhancement of budget provision be approved as follows:

| Existing Provision | New Provision |
|--|---|
| Rs.20,00,000/- under Budget Head "Award of Sports stipends for outstanding men and women students who distinguished themselves in sports in University and its affiliated colleges". | Rs.35,00,000/- under Budget Head "Contribution to PUSC for award of Sports stipends for outstanding men and women students who distinguished themselves in sports in University & its Affiliated Colleges and Salary of Coaches". |

and coaches be allowed fixed emoluments to be calculated by taking the minimum of the pay scale with applicable dearness allowance on the date of implementation of this decision.

- NOTE:**
1. The University makes a fixed contribution of Rs.20 lakh from its revenue budget head to Panjab University Sports Council (PUSC). PUSC is a specialized body constituted by the Governing Bodies of the University to administer and manage the sports activities of the University and all of its Affiliated Colleges including representation of University in the Inter-University Sports competitions/events. To carry on the activities of Panjab University Sports Committee the Affiliated Colleges of the University pay a prescribed fee as decided by the Syndicate from time to time.
 2. Recently, the University has achieved a coveted position in the University Sports Arena by lifting the prestigious Maulana Abul Kalam Azad (MAKA) Trophy for two consecutive years in a row. To sustain its position at national and international level, the Panjab University Sports Committee has recommended to engage few more coaches and also to allow salary to already appointed coaches on contract basis in the pay band of Rs.10300-34800+GP 3600 and applicable DA/other allowances as applicable to the University employees.
 3. To partially compensate the additional expenses of PUSC, it is proposed that an enhancement of Rs.15 lakh may be allowed with slight modification in nomenclature of budget and remaining expenditure shall be met by PUSC from its own income, i.e. sports fee from colleges etc.

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Item 17

That the "Pay of Dr. Surinder Pal Singh Kainth, Assistant Professor in Mathematics be protected at Rs.19740 + 6000 AGP w.e.f. 01.08.2014 (F.N) on the basis of revised LPC in terms of pay protection rules already approved by the BOF/ Syndicate/ Senate and notified vide Establishment order No.23588-738/Estt. dated 14.12.15. (Appendix-XIX) (Page 94-95)."

Financial Liability: Rs.37,092/-p.a.(approx.)

- NOTE:**
1. The above pay protection rules were made applicable prospectively.
 2. All the cases pertaining to a period prior to the applicability of date of above rules, were considered by the Board of Finance meeting dated 15.2.2016 vide Agenda Item No 30. While approving all such previous cases, the BOF decided that in future, if any other previous case (i.e. pertaining to the period prior to the date of implementation of new pay protection rules) arises, then the same shall be put before the BOF for consideration.
 3. Since this case relates to the period prior to the date of implementation of new pay protection rules, the same has been put up for consideration of the BOF.

Brief facts of the case

- i. Dr. Surinder Pal Singh Kainth was appointed as Assistant Professor in UGC scale of Rs.15600-39100+ AGP 6000 on 01.8.2014 (F.N.)
- ii. He had already submitted his last pay certificate from his previous employer and his pay was protected (Syndicate Para 9 dated 30.08.2015/Senate 27.09.2015) Rs.18890+ AGP 6000.
- iii. On his request dated 10.12.21 forwarded by chairperson on 14.12.21 as per **revised LPC no. 28840/Estt. dated 30.11.2021** issued by his previous employer i.e. Guru Nanak Dev University, Amritsar. He requested **"As per my joining on October 24, 2011, the first increment was due on July 01, 2012, while GNDU Amritsar offered me the same on July 01, 2013. The same was done with various other employees having fresh appointment at GNDU who had not completed 12 months on next July 01. All such employees were protesting for the same and recently GNDU Amritsar has given the first increment to all these employees on their due date. A copy of the letter from Assistant Registrar (Estt.) dated 24/08/2020 GNDU is enclosed.**

I had submitted a last pay certificate from my previous employer and my pay has been protected in PU accordingly. Now I am submitting a revised

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LPC from GNDU, which includes that long awaited first increment. Kindly do the needful, which includes the following:

1. **Revise my salary w.e.f. August 1, 2014, as per my revised LPC**
 2. **Release my corresponding arrears till date.**
 3. **Any other action required.”**
- iv. It is pertinent to mentioned here that his pay was protected by the Syndicate /Senate on 30.08.2015/27.09.2015 prior to notification of pay protection rules vide Establishment order No.23588-738/Estt. dated 14.12.15 (Appendix-XIX) (Page 94-95).

Item 18

That the pay of Dr. Lakhwinder Singh Bedi, Ex Deputy Registrar be protected in the revised pay band of Rs.15600-39100 + G.P. Rs.7600 with starting pay of Rs.39100+ Rs.7600 G.P. w.e.f. 10.5.2006 (A.N.) till 31.12.2007 (A.N.).

Financial liability: Rs.2,63,186/-

- NOTE:**
1. The above pay protection rules were made applicable prospectively.
 2. All the cases pertaining to the period prior to the date of above rules, were considered by the Board of Finance in its meeting dated 15.02.2016 vide Agenda Item No 30. While approving the all such previous cases, the BOF decided that in future, if any other previous case (i.e. pertaining to the period prior to the date of notification of new pay protection rules) arises, then the same shall be put before the BOF for consideration.
 3. Since this case relates to the period prior to the date of notification of new pay protection rules, the same has been put up for consideration of the BOF.

Brief facts of the case

- (i) The Service history of Dr. Lakhwinder Singh Bedi, Ex-Deputy Registrar in the Panjab University is as under:

| Post | Deputy Registrar |
|--|--|
| Appointment type | By Selection Adv. No.19/2005 |
| Date of appointment | 10.5.2006 (A.N.) |
| Pay-scale at the time of appointment (un-revised) | Rs.12000-375-13500-400-15500 |
| Revised Pay-scale w.e.f. 1.1.2006 | Rs. 15600-39100+GP 7600 |
| Basic Pay protected by the University. | Rs.17460/- |
| Revised LPC submitted by him (as Associate Professor, Gujranwala Guru Nanak Khalsa College, Ludhiana w.e.f. 1.1.2006 under the 6 th Pay | Rs.42120/- in the pay-scale of Rs.37400-67000 + GP 9000 = Rs.51120/- |

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| | |
|-------------|-------------------|
| Commission. | |
| Resigned on | 31.12.2007 (A.N.) |

- (ii) The Senate in its meeting held on 31.12.2006, vide Paragraph xxiv, on the recommendations of the Syndicate dated 17.12.2006 (Para 62) approved that protection of pay in the case of Sh. Lakhvinder Singh Bedi on his appointment as Deputy Registrar in the University be allowed **(Appendix- XXI) (Page-98)**.
- (iii) On 29.07.2019, he submitted revised LPC on the basis of revised pay scale from his previous employer Gurjranwala Guru Nanak Khalsa College, Ludhiana, being an aided post **(Appendix- XXII) (Page-99)**.
- (iv) The case was discussed with ACLA who observed that the proposed re-fixation in the revised pay scale of 39100/- + GP 7600/- be got approved from Competent Authority who had earlier fixed the salary of Dr. Lakhvinder Singh Bedi, Ex Deputy Registrar at pages N-12-13.
- (v) The above case is covered under the pay protection rules.

Item 19

That as and when there is an enhancement in the fee of MDS course, the amount of stipend to MDS students be enhanced in proportion to the enhancement in their fee from the academic session 2022-23 onwards.

Item 20

Noted the action taken by the Vice-Chancellor in adopting the following Punjab Government notifications w.r.t. clarification/ explanation regarding revision/fixation of pay of certain categories of employees circulated vide order No. 2778-2977/FDO dated 24.06.2022 as under:

1. Notification No. FD-FP-10ACP(DACP)/5/2021-5FP1/1/ 326442 dt. 04.03.2022 in respect of Clarification regarding revision of pay of Government employees under Punjab Civil Services (Revised Pay) Rules, 2021 **(Appendix- XXIII) (Page 100-102)**.
2. Notification No. FD-FP-10ACP(DACP)/5/2021-5FP1-Part(3)/I/355057 dt. 05.05.2022 in respect of Explanation regarding revision/fixation of pay of Government employee under Punjab Civil Services (Revised Pay) Rules, 2021- for better understanding of the letter dated 04.03.2022 **(Appendix-XXIV) (Page 103-104)**.

Item 21

That the Audited financial statement of Financial Year 2021-22 as per **(Appendix-XXV) (Separate document), be approved.**

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Item 22

Noted the status of audit paras of Local Audit Department, Chandigarh Administration as per **(Appendix- XXVI) (Page 105-107)**. Members desired that concerted efforts be made to settle the pending paras and for that regular meetings with the audit team be held.

Item 23

Noted the recommendations of the Panjab University Youth Welfare Committee dated 04.12.2019, as per **(Appendix- XXVII) (Page-108)**.

Item 24

Noted the decision of Vice-Chancellor regarding compliance of order of Hon'ble Punjab and Haryana High Court dated 29-10-2019 passed in CWP Nos. 19772 of 2016 and 2877 of 2017 to revise the pay scales of the Laboratory and Technical posts (G-1 to Group-IV) at par with the ministerial staff w.e.f. 01.12.2011 instead of 01.11.2012.

NOTE: 1. The Senate at its meeting held on 22.12.2012 (Paragraph XLV) has approved the recommendations of the B.O.F. (Item No. 22, dated 17.10.2012), endorsed by the Syndicate (Para 49, dated 4.11.2012) that the pay scales of the Laboratory and Technical Posts (Group-I to Group-IV) be revised at par with the ministerial staff w.e.f. 1.11.2012 as per Punjab Govt. Notification No.5/10/99-5FPI/983 dated 15.12.2011, as under:-

| Sr. No. | Name of the Post | Revised pay scales w.e.f. 1.11.2012 |
|---------|--|---|
| 1. | Junior Technicians (G-IV) | (i) Rs.10300-34800+Grade Pay of 3200/- with Initial pay of Rs. 13500/- as in the case of Clerks. i) Rs.10300-34800+ GP Rs. 3600/- with initial pay of Rs. 14430/- (50%). This pay band is to be given to 50 % of the total Number of Junior Technicians (G-IV) in a cadre after a minimum period of 5 years of service, as in the case of Junior Assistants. |
| 2. | Junior Technician/ Junior Mechanic(G-III) | Rs.10300-34800+Grade Pay of 3800/- with initial pay of Rs. 14590/-. |
| 3. | Senior Technician/ Senior Mechanics /Assistant Foreman(G-II) | Rs.10300-34800+Grade Pay of 4400/- with initial pay of Rs. 17420/-. |
| 4. | Assistant Technical Officer (G-II) | Rs.10300-34800+ Grade Pay of 4800/- with initial pay of Rs. 18250- as in the case of ASO/ASO (Stenography) after 10 years as Senior Technician (G-II). |
| 5. | Senior Technical Assistant / Senior Scientific Assistant / Scientific Officer/ Lab. Supdt. (G-I) | (i) Rs.15600-39100+GP of 5400/- with initial pay of Rs. 21000/- (ii) Rs. 15600-39100+GP of 5700/- with initial pay Rs. 22820/- to 25% of the total posts of Group-I category with at least 10 years active service. |

2. The above matter was again put up before the BOF in its meetings dated 27.5.2014, 19.2.2015 and 15.2.2016 to revise the pay scales of the Laboratory and Technical posts

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(G-1 to Group-IV) at par with the ministerial staff w.e.f. 01.12.2011 instead of 01.11.2012.

In the meeting of the BOF dated 15.2.2016 vide agenda Item No.25, wherein **it was resolved that the salary of Laboratory and Technical Staff be re-fixed from 01.11.2012 instead of 01.12.2011 and recovery of the excess payment be made in installments to be decided by the Vice-Chancellor.**

3. The necessary compliance of the above decision of the BOF dated 15.2.2016 was made vide circular No, 3621-3820/FYC dated 5.9.2016 as per **(Appendix - XXVIII) (Page 109-110).**
4. The Laboratory and technical staff filed CWP Nos.19772 of 2016 and 2877 of 2017 in the Hon'ble Punjab and Haryana Court against the office orders issued dated 5.9.2016.
5. Further the Hon'ble Punjab & Haryana High Court passed the order dated 29.10.2019 in the CWP No. 19772-2016 as under:-

"1 to 3. XXX XXX XXX XXX

4. *For the interregnum, the recovery notice dated 05.09.2016 was issued, which has been impugned herein. Clearly, the said recovery notice flies in the face of Rafiq Masih's judgment, ibid.,*

5. *In the premise, the same is not sustainable in law and is accordingly, set aside with all consequential benefits.*

6. *Disposed off in the above terms".*

6. The necessary compliance of the judgment of Hon'ble Punjab & Haryana High Court dated 29.10.2019 in CWP-19772 of 2016 was made vide circular No.12487-491/Estt. dated 22.10.2020 **(Appendix-XXIX)(Page-111-112).**

Item 25

That the promotion policy of teachers of Dental Institute as recommended by the committee dated 28.09.2022 & 03.10.2022 be approved.

**Financial Liability: Rs.44,92,000/-p.a. approx. (Recurring)
Rs.1,82,56,000/- approx. (one time)**

NOTE: The Examiner Local Fund Account, Local Audit Department, Panjab University vide e-mail dated 31.10.2022 has written that the representative from UGC and Govt. of Punjab were of the opinion that the proposed promotion policy should be made applicable prospectively, the Chandigarh Administration is also of the view that promotion policy of teachers of Dental Institute should be made applicable prospectively.

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Item 26

That the existing rate of over time allowance to University employees be enhanced as under:-

| Old pay Slab | Existing Rate (Rs.) | Revised pay w.e.f. 01.01.2006 | Proposed Rate (Rs.) |
|---------------|---------------------|-------------------------------|---------------------|
| 4900-8610 | 30.00 | 18000-25599 | 45.00 |
| 8611-10299 | 33.00 | 25600-35599 | 50.00 |
| 10300-13560 | 38.00 | 35600-45999 | 55.00 |
| 13561 + above | 40.00 | 46000 + above | 60.00 |

The contract/temporary employees working on DC rates shall be allowed overtime at the rate applicable to lowest slab of pay i.e., Rs.45 per hour.

Financial Liability: Rs.21,23,024/-p.a. (approx.)

NOTE: (i) The last enhancement was made in the meeting of the BOF dated 17.10.2012 (Agenda Item No.15) as follows:

| Old pay Slab | Revised pay w.e.f. 01.01.2006 | Existing Rate (Rs.) | Proposed Rate (Rs.) |
|-------------------|-------------------------------|---------------------|---------------------|
| 2520-3600 +DP | 4900-10680+GP1650 | 17.00 | 30.00 |
| 3661-4550 + DP | 5910-20200 + GP 2400 | 20.00 | 33.00 |
| 4551-6000 + DP | 10300-34800 +GP 3200 | 22.00 | 38.00 |
| 6001 and above+DP | 10300-34800 +GP 4400 | 25.00 | 40.00 |

Item 27

That one Car may be purchased out of the Development Fund subject to and within the limit of cost prescribed by the Govt. for Official Car.

Referring to Sub-Item 4, Principal S.S. Sangha pointed out that they had perhaps forgotten to adopt the revised pay-scales for the teachers of P.U. Constituent Colleges. He suggested that the revised pay-scales should also be implemented in the case of teachers of P.U. Constituent Colleges as the Punjab Government used to notify the pay-scales in the case of Constituent Colleges. Moreover, the Constituent Colleges are fully funded by the Punjab Government. The service conditions of teachers of P.U. Constituent Colleges are missing in this document and they must include the same in it.

Professor Devinder Singh said that if they did not include teachers of Constituent Colleges, there would be a gray area as to how many leave they would be entitled to and what would be their promotion rules. He suggested that the revised regulations should also be implemented in the case of teachers of P.U. Constituent Colleges.

Dr. Mukesh Arora said that the issue of superannuation of teachers working in the P.U. Constituent Colleges should also be taken care of and they should retire after attaining the age of 60 years and not 65 years.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab, said that everything, including that the teachers of Constituent Colleges would retire in

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accordance with the Rules/Regulations of Punjab Government, has been mentioned in the notification of Government.

Dr. Neeru Malik said that as per the notification issued by the Ministry of Home Affairs, the age of superannuation of teachers working in Private Aided Colleges situated in Chandigarh should be 65 years.

The Vice Chancellor said that the item is on the agenda and she should raise the issue when the item is taken up for consideration.

It was clarified that the representative(s) of Punjab Government had given certain observations in the meeting of the Board of Finance, especially that the pay-scales, recruitment procedure, service conditions, payment of consolidated pay, etc., of the teachers and staff working in the Constituent Colleges should be in accordance with the Punjab Government as they are totally funded by the Punjab Government. So far as the University is concerned, they followed the UGC *in toto*. The teaching and non-teaching positions in the ratio of 1:1.5 are entirely funded by the UGC. As such, they stuck to UGC Regulations in the case of University teachers.

The Vice Chancellor said that they would frame two resolutions – one for University Teachers, for whom they would follow the service conditions of UGC, and another for Teachers working in the P.U. Constituent Colleges, for whom they would follow the service conditions and other conditions listed in the notification issued by the Punjab Government.

Professor Devinder Singh said that in the case of University Teachers, they always followed the UGC even though sometimes they are at loss as the benefits are usually delayed. He pleaded that for University teachers, the service conditions of Government of India should be followed but for teachers working in the P.U. Constituent Colleges, the service conditions of Punjab Government should be followed.

The Vice Chancellor said that for teachers working in the P.U. Constituent Colleges, they would go by the service conditions of Punjab Government. However, for the University teachers, they would go by the service condition/Rules/Regulations of Government of India.

Referring to Sub-Item 7, the Vice Chancellor said that a clarification has been suggested to be sought from the Department of Personnel and Training whether encashment of earned leave in Central Autonomous Bodies/Public Sector Undertakings would be applicable in the case of Col. G.S. Chadha, former Registrar? Whereas certain members and he himself (Vice Chancellor) was absolutely cleared that wherever one should serve, encashment of not more than 300 earned leaves could be allowed to him/her. He did not know how this Governing Body had allowed encashment of more than 300 earned leaves in certain cases. If the clarification comes in favour of former Registrar, it would become another issue.

Referring to Sub-Item 9, Dr. Jayanti Dutta said that the benefit should not be given only to one person; rather, a policy should be framed so that all the persons, who are similarly placed, could be given the benefit. If they gave the benefit only to one person, the other similarly placed persons would have no alternative but to approach the court and they would unnecessarily indulge in litigation. She, therefore, suggested that the benefit should be given to all the persons, who are entitled to and should not adopt the policy of pick and choose.

Professor Sukhbir Kaur suggested that since the service of Professor (Mrs.) Manjeet Paintal has been allowed to be counted for calculation of qualifying

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service for all pensionary and retirement benefits by the Board of Finance, her case should be approved.

The Vice Chancellor said that the Board of Finance has approved the case of Professor (Mrs.) Manjeet Paintal, but Dr. Jayanti Dutta's observation is that the other persons, who are similarly placed, should also be considered for this benefit.

Professor Prashant Gautam said that there is a tradition that wherever RRC is set up, it is taken over by the concerned University after the expiry of its term, and the same has been mentioned in para (i) of Brief facts of the case. Citing an example, he said that earlier certain posts were sanctioned on the planned side and the same were taken to non-planned side after the cessation of the plan.

Dr. Mukesh Arora said that since the case of Professor Paintal has come through the Committee(s) and has also been approved by the Board of Finance, it should be approved. If it is approved, it would definitely help the other persons in getting the benefit.

Professor Jayanti Dutta suggested that it should be written that they have framed this rule and whosoever is covered under this rule, should be given this benefit, so that the other persons might not have to go through the same process, which Professor Paintal has gone.

The Vice Chancellor said that this case seems to be a specific one. When this Centre (RRC) was established, one of the conditions was that whenever the scheme would cease, the entire staff working in the Centre would be absorbed in the staff of the University. **As such, this case is approved, because it is a specific case. However, whatever Dr. Jayanti Dutta is suggesting would be got examined separately.**

Referring to Sub-Item 10, the Vice Chancellor said that the system, which has been mentioned in recommendation 1, existed everywhere. In order to encourage the scientists to bring more and more projects, they should think to enhance the limit of 35% of the amount to be utilized by the Principal Investigators at their discretion so that they could upgrade their labs, equipments, etc., because the entire credit for bringing the project goes to the scientists.

Referring to Sub-Item 12, Dr. Mukesh Arora pointed out that he had been raising since long (from the tenure of Professor Arun Kumar Grover, former Vice Chancellor) that the accommodation earmarked for Director, P.U. Regional Centre, Ludhiana, is lying unoccupied for the last so many years. He had been suggesting that if the Director did not want this accommodation, someone else should be allotted this accommodation.

The Vice Chancellor said that he is seized of the matter and he would like to bring to the notice of the members that estimates for renovation of above-said accommodation have already been got prepared. The work of renovation of Director's accommodation as well as Guest House at Ludhiana would be got started soon.

Referring to Sub-Item 25, Shri Rajiv Kumar Gupta, Director Higher Education, Punjab, said that from their side (him and Shri Amandeep Singh Bhatti), it should be written that the proposed promotion policy should be implemented prospectively and not retrospectively.

Professor Hemant Batra pointed out that all the promotion policies in the University are implemented with effect from retrospective effect. He did not know why

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Shri Gupta is objecting to the implementation of Promotion Policy for the teachers of Dental Institute from the retrospective effect.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab, said that in the meeting of the Board of Finance also, they had approved the promotion policy with majority w.e.f. retrospective effect despite of their view that it should be implemented prospectively. They did not want that the teachers/doctors working in the Government Institutes asked them to implement the promotion policy retrospectively. His only concern is that they would implement the promotion policy prospectively. Here their version is also that it should be implemented prospectively.

Professor Hemant Batra said that, in fact, this has been denied to the faculty for the last so many years. Hence, his humble submission to the entire Syndicate is that whatever has been denied to the institute, should be given retrospectively.

The Vice Chancellor said that the item is approved.

Professor Hemant Batra thanked the members for approving the item.

Referring to Sub-Item 27, Shri Devesh Moudgil enquired for whom the new car is proposed to be purchased.

It was clarified that so many delegations/distinguished persons came to the University, but they have limited number of cars. Moreover, two cars have already been written off. As such, they are in a dire need of cars.

Shri Satya Pal Jain enquired as to how many cars the University had at the moment. Firstly, the information as to how many cars have been made available to the Vice Chancellor, Dean of University Instruction, Registrar & others, in the general pool (their mileage), how many more are required, how much is the expenditure, should be obtained and thereafter, the matter of purchasing a new car should be placed before the Syndicate.

Shri Davesh Moudgil pointed out that there is a well defined procedure in the Budget Estimates for the purpose, including how many cars are there in the pool, who is entitle to a car, how many cars have been auctioned, etc. He, therefore, suggested that entire information about this should be placed before the Syndicate for consideration.

Shri Satya Pal Jain suggested that, in fact, the entire information relating to the item should be gathered while preparing the item and placed before the Syndicate for consideration.

Professor Devinder Singh said that all these facts were verified/discussed in the meeting of the Committee. Majority of the cars are more than 15 years old and cars have been taken back from certain officers. Cars are not available with the officers, who are entitled to car, at Chandigarh also. Anyhow, since the data is not available with the office, the consideration of the item could be deferred.

Shri Satya Pal Jain said that the trend of bringing the item without requisite facts and figures and documents should be discouraged. In future, items before the Syndicate should be brought with all facts and figures and documents.

Dr. Neeru Malik pointed out that there are certain ambassador cars with the University, which are expensive to maintain and their mileage is also very less. Those cars should be written off and new car should be purchased in their place.

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Shri Devesh Moudgil pointed out that as per the policy of Registration and Licensing Authority of U.T. Chandigarh, the validity of more than 15 years car could be extended by 5 years.

Dr. Jayanti Dutta suggested that the possibility of purchase of electric cars should be explored.

Shri Davesh Moudgil enquired, have they implemented the project of sharing of bikes for getting the University vehicle free.

It was informed that the work is under process. They had framed a policy under which they have proposed barricading of the Gates. Similarly, parking places for outsiders have also been earmarked. Only those persons would be allowed entry from Gate Nos.2 and 3, who have vehicle stickers. For the outsiders, a pass system is also going to be implemented. Similarly, e-rickshaw system would also be re-introduced within both the Campuses of the University.

Shri Satya Pal Jain enquired, up to when the project, which is being talked, would be got implemented.

It was informed that the entire work is being done on priority to get the project implemented.

Shri Davesh Moudgil pointed out that the U.T. Administration, Chandigarh, has already notified its policy for registration of electrical vehicles. Their only concern is that if they do the things/adopt policies holistically, it would be better for the University.

RESOLVED: That –

1. the recommendations of the Board of Finance dated 14.10.2022 (Items 3 & 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 17, 18, 19, 20, 21, 22, 23, 24, 25, and 26), be endorsed to the Senate for approval;
2. so far as Sub-Item 27 is concerned, the same be placed before the Syndicate again with full facts and figures;
3. regarding the terms and conditions of teachers serving in the Constituent Colleges, a clarification from Director Higher Education, Punjab office, be sought; and
4. for recruitment procedure and pay-scales of the University teachers, the Rules/Regulations be followed in accordance with the University Grants Commission in *toto*. The service rules for University teachers are in accordance with the Panjab University Calendar.

The following items 3 & 4 on the agenda were taken up for consideration together:

- 3.** To nominate two University Associate Professors on the Academic Council for the remaining term up to 31.01.2024, under Regulation 1.1(m) at page 43 of P.U. Calendar, Volume-I, 2007.

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- NOTE:**
1. Regulation 1.1(m) *ibid* provides that not more than two University Associate Professors, nominated by the Syndicate on Academic Council.
 2. The following Associate Professors were nominated for the term 01.02.2018 to 31.01.2020:
 1. Dr. Chanchal Narang
Associate Professor, UILS
P.U., Chandigarh
 2. Dr. Gurjaspreet Singh
Associate Professor
Department of Chemistry
P.U., Chandigarh
 3. An office note along with the list of Associate Professors (Department-wise) was enclosed (**Appendix-I**).

- 4.** To nominate two University Assistant Professors (one from the Science Faculty and one from other Faculties) by rotation, on the Academic Council for the remaining term up to 31.01.2024, under Regulation 1.1(k) at page 43 of P.U. Calendar, Volume-I, 2022.

- NOTE:**
1. Regulation 1.1(k) *ibid* provides that two University Assistant Professors (one from the Science Faculty and one from other Faculties) to be nominated by the Syndicate, by rotation.
 2. The following Assistant Professors were nominated for the term 01.02.2018 to 31.01.2020:
 1. Dr. Nishima Wangoo
Assistant Professor
Centre for Nanoscience and
Nanotechnology
P.U., Chandigarh
 2. Dr. Parveen Sheron
Assistant Professor
Department of Punjabi
USOL, P.U., Chandigarh
 3. An office note along with the list of confirmed Assistant Professors (Department wise) was enclosed (**Appendix-II**).

Shri Satya Pal Jain suggested that the members should be allowed to submit their proposals to the Vice Chancellor and the Vice Chancellor be authorised to nominate two University Associate Professors on the Academic Council, on behalf of the Syndicate, after taking into consideration those proposals.

Professor Devinder Singh suggested that the members could give their proposals, if they wished, right now.

To this, Shri Satya Pal Jain said that it would not be proper to seek proposals right now as it would be difficult to take decision as to which proposal(s) is/are to be rejected.

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The Vice Chancellor requested the members to send their proposals to him within 3 days.

After some further discussion, it was –

RESOLVED: That –

1. the Vice-Chancellor, be authorized to nominate two University Associate Professors on the Academic Council for the remaining term up to 31.01.2024, on behalf of the Syndicate, after taking into consideration the proposals received from the members, under Regulation 1.1(m) at page 43 of P.U. Calendar, Volume-I, 2007; and
 2. the Vice-Chancellor, be authorized to nominate two University Assistant Professors (one from the Science Faculty and one from other Faculties) by rotation, on the Academic Council for the remaining term up to 31.01.2024, on behalf of the Syndicate, after taking into consideration the proposals received from the members, under Regulation 1.1(k) at page 43 of P.U. Calendar, Volume-I, 2007.
- 5.** Considered if, the Rule 27 at page 90-91 of P.U. Calendar, Volume-III, 2019 regarding Accelerated Increment, be amended as under, as per the notification No.FD-FP-203 (CVAL)/9/2021-3FP2 dated 01.10.2021 of Department of Finance, Government of Punjab, already approved/adopted by the Senate in its meeting dated 27.03.2022 (Para II):

| Existing Rule | Proposed Rule | |
|---|--|----------------------|
| Rule 27 of Accelerated Increment incorporated in the P.U. Calendar, Volume III, 2019 at page 90-91. | Rule 27 of Accelerated Increment incorporated in the P.U. Calendar, Volume III, 2019 at page 90-91. | |
| Accelerated increment | Higher Education Allowance: | |
| 27. The Senate/Syndicate as the case may be, shall have power to grant accelerated increment/s to an employee on a time scale of pay. | 27*. The Syndicate/Senate as the case may be, shall have power to grant incentive for following courses in the field directly relevant to an employee's job:- | |
| NOTE-1. In the case of increments granted in advance the employee should be entitled to increments in the same manner as if he had reached his/her position in the scale in the ordinary course and, in the absence of a specific order to the contrary, he/she should be placed on exactly the same footing as regards future increments as an employee who has so reached; | <u>Qualification</u> | <u>Amount</u> |
| | Ph.D. or equivalent | Rs. 30,000 |
| | PG Degree/Diploma of duration more than one year, or equivalent | Rs. 25, 000 |
| | PG Degree/Diploma of duration one year or less, or equivalent | Rs. 20,000 |
| | Degree/Diploma of duration more than three years, or equivalent | Rs. 15, 000 |

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| <p>2.(a) The grant of special increment/s to a University employee on obtaining higher qualifications shall not affect the date of his/her normal increment;</p> <p>(b) Grant of increment/s and refund of examination fee shall be granted to University employees on obtaining higher qualifications as under :-</p> <p>(i) Ministerial Staff, all categories of non-teaching staff and such other employees as the Syndicate may approve for this purpose; For passing Bachelor's Degree/Master's Degree/M.Phil./LL.B./LL.M., Post Graduate Diploma in Computer Applications. One increment for each of these examinations up to a maximum of three increments even if an employee passes more than three examinations.</p> <p>(ii) Ministerial Staff and all categories of non-teaching staff who are working against regular temporary posts from which they are not likely to revert shall be given special increments on the basis of their passing the examinations as given in (i) above.</p> <p>(iii) For Class C Employees: Two increments for passing any of the following examinations subject to the condition that such increments will be admissible only thrice during the course of their service:- Matriculation, Higher Secondary, Pre-University, B.A., M.A., M.Phil. Honours on O.T./M.I.L., and LL.B.</p> <p>For Class 'C' employees</p> | <p>Degree/Diploma of duration three years or less, or equivalent</p> | <p>Rs. 10,000</p> |
| | <ol style="list-style-type: none"> 2. The incentive shall be in the nature of a lump sum, one time grant to be admissible on successful completion of the course and due verification of the successful completion of the course by the competent authority. 3. The incentive shall be limited to a maximum of two times in an employee's career with a minimum gap of two years. 4. The Educational Qualification as above shall be acquired during the course of employment. 5. The incentive shall not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post. 6. No incentive shall be allowed for acquiring higher qualification purely on academic or literary subjects. The acquisition of the qualification should be directly related to the functions of the post held by him/her, or to the functions to be performed in the next higher post. There should be direct nexus between the functions of the post and the qualification acquired and that it should contribute to the efficiency of the University employees. 7. The quantum of incentive shall be uniform for all posts, irrespective of their classification or grade or the department. 8. The incentive shall not be admissible where the University employee/s is sponsored by the government or he/she avails study leave for acquiring the qualification. 9. The incentive shall be given only for higher qualification acquired after induction into service. 10. No incentive shall be admissible if an appointment is made in relaxation of the education qualification. No incentive would be admissible if employee acquires the requisite qualification for such appointment at a later date. | |

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| <p>working in the University Library/ Department Libraries, two increments for passing Certificate in Library Science (1 year course), Bachelor of Library & Information Science will also be admissible as relevant qualifications in addition to the qualifications given above.</p> <p>(iv) University Library Employees below the rank of Assistant Librarian: One increment for passing Master of Library Science Examination.</p> <p>(v) If an employee (non-teaching, technical staff), while in service, acquires higher qualifications than those being possessed by him/her at the time of recruitment and relevant to the prescribed job requirements, he/she may be given one advance increment for every improvement in qualification, subject to maximum of three increments even if he/she has acquired more than three higher qualifications. The qualifications acquired should be obtained from a University/Deemed University/State/Board of Technical Education/Societies/Organizations approved by Government of India/State Government or Statutory Bodies like UGC/AICTE/MCI/DCI/Professional Technical Institutions like, Institution of Engineers/Indian Institute of Chemical Engineers etc.</p> <p>(vi) Two special increments on obtaining Ph.D. Degree for all categories of non-teaching employees.</p> | <p>11. The qualifications meriting grant of incentive should have been recognized by University Grants Commission, respective regulatory bodies like AICTE, Medical Council of India, etc. set up by Central/ State Government or recognized by the Government.</p> <p>12. The University employees should prefer the claim within six months from the date of acquisition of the higher qualification.</p> <p>13. Higher Education Allowance, already admissible to Allopathic doctors @ 5 additional increments in case of Post Graduate Degree and @ 4 increments in case of 2-year diploma be continued.</p> |
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*The amendment shall be effective from 1st July 2021 as per notification of Government of Punjab adopted by the Senate dated 27.03.2022.

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Professor Prashant Gautam said that the benefits of several teachers of Panjab University, which were due to them under clause 6.3, have still been pending as the Audit has raised an objection. The Audit do not take into cognizance as to what the Syndicate and Senate of the University has approved; rather the Audit only consider as to what the UGC has approved. He enquired, is there anything in the notification under consideration, which violates the UGC.

It was clarified that this notification is only meant for the non-teaching employees.

Dr. Mukesh Arora enquired, as to what benefit is being given to the non-teaching employees at the moment for acquiring higher qualifications.

The Vice Chancellor said that at the moment they are being given increment(s) for acquiring higher qualifications, whereas under the proposed rule only a lump sum amount would be given.

Dr. Mukesh Arora said that the employees of the University wanted that the existing rule should be allowed to be continued.

The Vice Chancellor said that since a notification has come from the Punjab Government, they have to follow it as they follow Punjab Government in the case of the non-teaching employees. He further said that if any Rule/Regulation has been framed by the Governing Bodies of the University (Syndicate and Senate), the same would be superseded by the latest Rule/Regulation framed by the Regulatory Body/Government.

Dr. Mukesh Arora suggested that while framing new rule/policy, it should be ensured that the benefit already being given to the employees should not get snatched.

Professor Yojna Rawat suggested that the University should always adopt the UGC Regulations in toto and should not waste time and energy on discussing the same time and again.

Professor Sukhbir Kaur said that the Finance Secretary of UGC made it abundantly clear in the meeting of the Board of Finance that the notifications of the Government are required to be followed and the bodies of the University (Syndicate and Senate) could not overrule them.

Professor Savita Gupta said that the word 'employee' mentioned in the proposed rules should be replaced with 'non-teaching employee'.

Dr. Neeru Malik said that if any Rule/Regulation relates to affiliated Colleges, a copy of the notification should be sent to the Colleges. Citing an example, she said that as per the UGC notification issued in 2016, the teachers, who had done Ph.D. before 2009 and got selected, are entitled for Ph.D. increments, but the Colleges are not giving the same to the teachers, who are teaching self-financing courses. The Colleges are saying that they would give the increment only if they are written to by the University.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab, clarified that the self-financing courses are not covered under this benefit.

Dr. Neeru Malik clarified that the courses are regular but the colleges are self-financing. Since the teachers had been appointed on the basis of Ph.D., they are entitled for the increments.

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Shri Rajiv Kumar Gupta, Director Higher Education, Punjab, said that the categories of colleges have been clearly mentioned in the notification. This notification is applicable to Government Colleges, Government Aided Colleges as well as Constituent Colleges. If any College is running self-financing course/s under higher education society, it is not covered under this notification.

Professor Devinder Singh pointed out that it has been mentioned that the amended rule relating to incentive to the University employees (non-teaching) is being implemented with effect from 1st July 2021. Would they implement it from retrospective effect?

Professor Yojna Rawat said that they could withdraw the benefit, which they had already granted to the employees. If somebody has recently been benefitted, could they withdraw the benefit from him?

Shri Rajiv Kumar Gupta, Director, Higher Education, Punjab, said that if they bring this after two years, would it be a fault of the Government? The notifications of Government are applicable from the date, they are issued. If they say it would be applicable from the date of the Syndicate decision and they bring it to the Syndicate after two years, it would not be possible. Moreover, Shri Satya Pal Jain would agree with him that ignorance of law is no excuse.

Professor Devinder Singh said that Shri Satya Pal Jain had opined in the previous meeting of the Syndicate that the notifications of Government/regulatory bodies are to be adopted by the University first. During the last one and a half year, 2-3 persons might have got the benefit.

Shri Satya Pal Jain said that first they should check as to how many person are affected and how much amount is involved. There is no benefit of talking in the air. As such, the record should be got checked. Even the Hon'ble Chancellor had told on that day that the entire record is available with the University. To say that they are collecting the data and would check the same later on, would not serve any purpose. He suggested that when they prepare the agenda, all these things should be visualized/anticipated, and the items should be brought to the Syndicate with all the related/required facts and figures/documents. The meetings of the Syndicate should be conducted in every month and the agenda should be sent to the members at least 12-15 days before the meeting so that the members could go through the items. The practice of providing supplementary agenda, supplementary agenda-I and supplementary agenda -II, just 1 or 2 days before the meeting is not a good practice and the same should be discouraged. The good Syndicate, which the present Vice Chancellor has got, perhaps has never got by any of his predecessors. If the things did not work smoothly in this very Syndicate, it would be unfortunate. Even in this very Syndicate the members, who are instrumental, have started feeling as to what has started happening, and the same is not in a good taste. First of all, a system should be evolved that the agenda should be supplied to the members before 15 days of the meeting, and thereafter, no agenda should be sent to them, so that they could go through the agenda minutely and discuss the same in the meeting fruitfully. Secondly, the effects of approving the items, e.g., who would be got effected, additional financial liability, etc., should be mentioned in the agenda itself. In nutshell, he suggested that the system of preparing the agenda and providing the same to the members needed to be streamlined.

The Vice Chancellor assured that the entire process would be streamlined. He said that he would like to bring to the kind notice of the members that certain Fellows and certain portion of staff of the University is hard pressed. The Fellows have to make strenuous efforts for getting these things done. With the strenuous efforts, they have been able to enhance the data for IQAC from 30,000 to 1,40,000, for which he would like to appreciate them.

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Shri Davesh Moudgil said that the Vice Chancellor still has two more years for making improvements for the betterment of the University.

The Vice Chancellor said that if they cooperated, he would definitely get improvements done for the betterment of the University.

Shri Davesh Moudgil said that if they wanted to get the work done within the stipulated time, they must fix the accountability.

Professor Sukhbir Kaur said that it is easy to say but difficult to fix the responsibility. Whenever they tried to fix the responsibility and take action, PUTA/PUSA comes in the way.

Professor Hemant Batra said that without blaming anybody, he would like to make a humble submission that when it comes to fix up a responsibility, the next word which comes on from his colleague(s) is that he/she is being victimized. He knew this as he is sitting on a chair of a Department. If they want, he would get just in a two minutes a bundle of files showing that a person of his department, do not submit the project reports. A committee was formed, which had done its job and had fixed the responsibility of the person, who is one of the senior most members of this University. He neither submits the data nor reports, for which they all are responsible. This is what is happening over the years.

Shri Davesh Moudgil said that the Chancellor had clearly said during his visit that they must try to change the wrong practice which is continuing in the University for the last 34 years. Someday, they have to make a new beginning. They would never defend the guilty person.

Shri Satya Pal Jain said that he did not know on what issue the debate is going on.

The Vice Chancellor said that the debate is on the issue that data is not being provided, files are not got ready, incomplete information is provided, etc.

Shri Satya Pal Jain said that he is not saying this. Rather he is saying that whenever they prepared the item for the Syndicate/Senate, why did they not make proper preparation? Earlier, this practice used to exist. They might have switched over to this during the last 2-5 years, and it is not that it had always been happening. Secondly, as told by Shri Davesh Moudgil, the Hon'ble Chancellor Sahib had clearly said that if something is going on for the last 34 years, it did not mean that it would continue like that. Instead of becoming defensive, they should try to improve. They are not blaming anybody. If the agenda of Senate is provided to the members just 1-2 day before the meeting, how would the members be able to contribute? The meetings are generally notified 10-15 days before the actual date of meeting. He has nothing personal against him (Vice Chancellor); rather he admired/appreciated him as he has done a lot of hard work, but they must follow the system.

Dr. Jayanti Dutta said that she was also saying that the attitude for creating all these documents should be of evidence based approach, which all the staff members should also understand. They could also train them as to how to prepare the agenda/documents.

The Vice Chancellor said that they would do that.

Principal S.S. Sangha said that they are only two members, who are from outside the campus, and they have received the hard copy of the agenda just in the morning. The hardcopy of the agenda should be provided to them at least 5-6 days

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before the meeting so that they could go through the agenda and come to the meeting fully prepared.

The Vice Chancellor said that, in future, the hardcopy of the agenda would be provided to the members well before the meeting.

RESOLVED: That, in accordance with notification No.FD-FP-203 (CVAL)/9/2021-3FP2 dated 01.10.2021 of Department of Finance, Government of Punjab, already approved/adopted by the Senate in its meeting dated 27.03.2022 (Para II), Rule 27 at page 90-91 of P.U. Calendar, Volume-III, 2019 regarding Accelerated Increment, be amended as under:

| Existing Rule | Proposed Rule | | | | | | | | | | | | |
|--|---|----------------------|---------------|---------------------|------------|---|-------------|---|------------|---|-------------|---|------------|
| Rule 27 of Accelerated Increment incorporated in the P.U. Calendar, Volume III, 2019 at page 90-91. | Rule 27 of Accelerated Increment incorporated in the P.U. Calendar, Volume III, 2019 at page 90-91. | | | | | | | | | | | | |
| <p>Accelerated increment</p> <p>27. The Senate/Syndicate as the case may be, shall have power to grant accelerated increment/s to an employee on a time scale of pay.</p> <p>NOTE-1.In the case of increments granted in advance the employee should be entitled to increments in the same manner as if he had reached his/her position in the scale in the ordinary course and, in the absence of a specific order to the contrary, he/she should be placed on exactly the same footing as regards future increments as an employee who has so reached;</p> <p>2.(a) The grant of special increment/s to a University employee on obtaining higher qualifications shall not affect the date of his/her normal increment;</p> <p>(b) Grant of increment/s and refund of examination fee shall be granted to University employees on obtaining higher qualifications as under :—</p> <p>(i) Ministerial Staff, all categories</p> | <p>Higher Education Allowance:</p> <p>27*. The Syndicate/Senate as the case may be, shall have power to grant incentive for following courses in the field directly relevant to an employee's job:-</p> <table border="1" data-bbox="792 932 1399 1457"> <thead> <tr> <th data-bbox="792 932 1183 1003"><u>Qualification</u></th> <th data-bbox="1183 932 1399 1003"><u>Amount</u></th> </tr> </thead> <tbody> <tr> <td data-bbox="792 1003 1183 1075">Ph.D. or equivalent</td> <td data-bbox="1183 1003 1399 1075">Rs. 30,000</td> </tr> <tr> <td data-bbox="792 1075 1183 1171">PG Degree/Diploma of duration more than one year, or equivalent</td> <td data-bbox="1183 1075 1399 1171">Rs. 25, 000</td> </tr> <tr> <td data-bbox="792 1171 1183 1268">PG Degree/Diploma of duration one year or less, or equivalent</td> <td data-bbox="1183 1171 1399 1268">Rs. 20,000</td> </tr> <tr> <td data-bbox="792 1268 1183 1365">Degree/Diploma of duration more than three years, or equivalent</td> <td data-bbox="1183 1268 1399 1365">Rs. 15, 000</td> </tr> <tr> <td data-bbox="792 1365 1183 1457">Degree/Diploma of duration three years or less, or equivalent</td> <td data-bbox="1183 1365 1399 1457">Rs. 10,000</td> </tr> </tbody> </table> <p>2. The incentive shall be in the nature of a lump sum, one time grant to be admissible on successful completion of the course and due verification of the successful completion of the course by the competent authority.</p> <p>3. The incentive shall be limited to a maximum of two times in an employee's career with a minimum gap of two years.</p> <p>4. The Educational Qualification as above shall be acquired during the course of</p> | <u>Qualification</u> | <u>Amount</u> | Ph.D. or equivalent | Rs. 30,000 | PG Degree/Diploma of duration more than one year, or equivalent | Rs. 25, 000 | PG Degree/Diploma of duration one year or less, or equivalent | Rs. 20,000 | Degree/Diploma of duration more than three years, or equivalent | Rs. 15, 000 | Degree/Diploma of duration three years or less, or equivalent | Rs. 10,000 |
| <u>Qualification</u> | <u>Amount</u> | | | | | | | | | | | | |
| Ph.D. or equivalent | Rs. 30,000 | | | | | | | | | | | | |
| PG Degree/Diploma of duration more than one year, or equivalent | Rs. 25, 000 | | | | | | | | | | | | |
| PG Degree/Diploma of duration one year or less, or equivalent | Rs. 20,000 | | | | | | | | | | | | |
| Degree/Diploma of duration more than three years, or equivalent | Rs. 15, 000 | | | | | | | | | | | | |
| Degree/Diploma of duration three years or less, or equivalent | Rs. 10,000 | | | | | | | | | | | | |

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| <p>of non-teaching staff and such other employees as the Syndicate may approve for this purpose; For passing Bachelor's Degree/Master's Degree/M.Phil./LL.B./LL.M., Post Graduate Diploma in Computer Applications. One increment for each of these examinations up to a maximum of three increments even if an employee passes more than three examinations.</p> <p>(ii) Ministerial Staff and all categories of non-teaching staff who are working against regular temporary posts from which they are not likely to revert shall be given special increments on the basis of their passing the examinations as given in (i) above.</p> <p>(iii) For Class C Employees: Two increments for passing any of the following examinations subject to the condition that such increments will be admissible only thrice during the course of their service:- Matriculation, Higher Secondary, Pre-University, B.A., M.A., M.Phil. Honours on O.T./M.I.L., and LL.B.</p> <p>For Class 'C' employees working in the University Library/ Department Libraries, two increments for passing Certificate in Library Science (1 year course), Bachelor of Library & Information Science will also be admissible as relevant qualifications in addition to the qualifications given above.</p> <p>(iv) University Library Employees below the rank of Assistant Librarian: One increment for passing Master of Library Science Examination.</p> <p>(v) If an employee (non-teaching,</p> | <p>employment.</p> <ol style="list-style-type: none"> 5. The incentive shall not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post. 6. No incentive shall be allowed for acquiring higher qualification purely on academic or literary subjects. The acquisition of the qualification should be directly related to the functions of the post held by him/her, or to the functions to be performed in the next higher post. There should be direct nexus between the functions of the post and the qualification acquired and that it should contribute to the efficiency of the University employees. 7. The quantum of incentive shall be uniform for all posts, irrespective of their classification or grade or the department. 8. The incentive shall not be admissible where the University employee/s is sponsored by the government or he/she avails study leave for acquiring the qualification. 9. The incentive shall be given only for higher qualification acquired after induction into service. 10. No incentive shall be admissible if an appointment is made in relaxation of the education qualification. No incentive would be admissible if employee acquires the requisite qualification for such appointment at a later date. 11. The qualifications meriting grant of incentive should have been recognized by University Grants Commission, respective regulatory bodies like AICTE, Medical Council of India, etc. set up by Central/ State Government or recognized by the Government. 12. The University employees should prefer the claim within six months from the date of acquisition of the higher qualification. 13. Higher Education Allowance, already admissible to Allopathic doctors @ 5 additional increments in case of Post Graduate Degree and @ 4 increments in case of 2-year diploma be continued. |
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| <p>technical staff), while in service, acquires higher qualifications than those being possessed by him/her at the time of recruitment and relevant to the prescribed job requirements, he/she may be given one advance increment for every improvement in qualification, subject to maximum of three increments even if he/she has acquired more than three higher qualifications. The qualifications acquired should be obtained from a University/Deemed University/State/Board of Technical Education/Societies /Organizations approved by Government of India/State Government or Statutory Bodies like UGC/AICTE/MCI/ DCI/ Professional Technical Institutions like, Institution of Engineers/Indian Institute of Chemical Engineers etc.</p> <p>(vi) Two special increments on obtaining Ph.D. Degree for all categories of non-teaching employees.</p> | |
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*The amendment shall be effective from 1st July 2021 as per notification of Government of Punjab adopted by the Senate dated 27.03.2022.

6.

Considered if:

- (i) report dated 13.07.2021 (**Appendix-III**) submitted by Chief Vigilance Officer, Vigilance Cell, Panjab University with regard to the complaint made by Dr. Virender Sarwal against Dr. Manjushri Sharma, Assistant Professor, UIAMS, P.U. for rendering service as Consultant and drawing salary of Rs.54,000/- per month from Ojas Medical Services Pvt. Ltd., be accepted.
- (ii) Dr. Manjushri Sharma, Assistant Professor, UIAMS, be allowed to deposit an amount of Rs.4,85,600/- in the Current Account of CIIPP (Account No.10444978967, SBI, P.U. Chandigarh) in the name of Honorary Director, CIIPP, with respect to the consultancy service rendered by her at Ojas Medical Services Pvt. Ltd., Panchkula.

Information contained in office note (**Appendix-III**) was also taken into consideration.

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Professor Sukhbir Kaur pointed out that it has been mentioned in the report by CVO that since no permission had been taken by Dr. Manjushri Sharma from the competent authority for doing consultancy work or any trade/occupation as per the rules of the University, necessary action may be taken against her in accordance with the Regulations/Rules of the University. She suggested that a Committee should be formed to go through the Regulations/Rules and suggest as to what action could be taken/punishment awarded to her. There is no doubt about the fault of Dr. Manjushri Sharma as she continued with the consultancy work without permission.

Professor Yojna Rawat said that there is no proof that Dr. Manjushri Sharma had taken only a sum of Rs.54,000/- per month from Ojas Medical Services Pvt. Ltd. for consultancy work or had taken more than this amount. When it was informed that the complainant had written his complaint that Dr. Manjushri Sharma has drawn a salary of Rs.54,000/- per month as consultant from Ojas Medical Services Pvt. Ltd., Professor Rawat said that how a person, who hide the information, could be trusted?

Professor Sukhbir Kaur pointed out that Dr. Manjushri Sharma had refused to provide the bank statement of her account. She reiterated that if a Committee is formed to access the case, everything would be crystal clear, including as to what penalty could be imposed upon her as per the University Regulations/Rules.

Professor Devinder Singh said that there is a set procedure in the University for providing consultancy services by the University faculty members. In fact, Centre for Industry Institute Partnership Programme (CIIPP) had been set up for this purpose. Whosoever required consultancy services is supposed to write to Honorary Director, CIIPP, that the consultancy services of such and such faculty member are required, and the concerned institute deposits the amount in the CIIPP account according to their rules. Thereafter, the faculty member concerned is given permission to provide the consultancy services. He did not know whether the set procedure has been followed in the instant case.

Professor Yojna Rawat said that it is abundantly clear that the procedure has not been followed in this case.

Professor Sukhbir Kaur informed that in fact, the amount is directly transferred in the account of CIIPP and never paid to the faculty member, who provides consultancy services.

The Vice Chancellor said that lapse is certainly there on the part of Dr. Manjushri Sharma. Now, they should suggest as to what is to be done in this case.

Shri Satya Pal Jain said that if they see page 26, this report was submitted on 14th July 2021. As such, the report had come more than 1 year before. Has anybody bothered to examine that the report has come, and as per the Regulations/Rules, this needed to be proposed. Why everything is left to the Syndicate? In fact, the office should come with the proposal. He remembered that the Director Higher Education, Punjab, had said in the previous meeting that a simple item without details (facts and figures) is placed before the Syndicate. What office has proposed after examining the case for more than 1¼ years?

It was clarified that it was the issue of consultancy and was separate to the model of CIIPP. As per the CIIPP guidelines, 75% of the total amount is to be deposited with the CIIPP, and that is what has been recommended in the item.

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Shri Satya Pal Jain pointed out that it has been written, “as per the orders of the competent authority, the case was sent to Deputy Registrar (General) for placing before the Syndicate”. He should not be taken otherwise, he is just pointing out the deficiencies for improving the working of the University. They did not bring the facts to the Syndicate officially, but disclose the same unofficially. In the end, he suggested that it needed to be examined as to how much offence is there on the part of Dr. Manjushri Sharma and what penalty could be imposed upon her as per the Regulations/Rules of the University. Thereafter, a show cause notice is also required to be served on her because there is a set law to award punishment. He, therefore, suggested that a Committee comprising 4-5 Syndics should be constituted for the purpose.

The Vice Chancellor said that the report of the CVO be accepted. Secondly, a Committee of 4-5 Syndics be constituted to examine – how much offence is there on the part of Dr. Manjushri Sharma and what penalty could be imposed upon her as per the Regulations/Rules of the University.

RESOLVED: That –

1. report dated 13.07.2021 (**Appendix**) submitted by Chief Vigilance Officer, Vigilance Cell, Panjab University, with regard to the complaint made by Dr. Virender Sarwal against Dr. Manjushri Sharma, Assistant Professor, UIAMS, P.U. for rendering service as Consultant and drawing salary of Rs.54,000/- per month from Ojas Medical Services Pvt. Ltd., be accepted; and
2. a Committee of 4-5 Syndics, be constituted to examine how much offence is there on the part of Dr. Manjushri Sharma and what penalty could be imposed upon her as per the Regulations/Rules of the University.

- 7.** Considered if, Institute of Management, C/o D.A.V. College, Sector 10, Chandigarh, be granted temporary extension of affiliation for MBA (two year course) 1st & 2nd year (60 seats each) for the session 2021-2022, as recommended by the Affiliation Committee dated 30.09.2022 (**Appendix-IV**), constituted by the Vice-Chancellor in exercise of the power delegated by the Senate dated 13.02.2022.

Shri Satya Pal Jain stated that although he is not against grant of temporary extension of affiliation, the things should be done properly and in accordance with the prescribed procedure. While going through the item, he pointed out that the extension of affiliation is being sought for the session 2021-22, which is already over. Moreover, the Affiliation Committee had met on 30.09.2022 and recommended extension of affiliation for the session 2021-22. Meaning thereby, it is a post facto approval. The Affiliation Committee, which met on 30.09.2022, had after consideration recommended, “The case of Institute of Management, C/o DAV College, Sector 10, Chandigarh, for grant of temporary affiliation to MBA course be referred to Syndicate/Senate”. Where are the recommendations of the Committee? He drew the attention of the House to page 31 of the Appendix where it has been written, “The Sub Committee met on 01.08.2022 and observed as under:

The compliance report submitted by the college dated 28.07.2022 was considered by the Affiliation Committee. The Committee is of the following condition:

1. As per the condition (iv) of the Inspection Committee visit dated 9.07.2022 for grant of extension of Temporary Affiliation for the session 2021-22, the college

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management is required to make an advertisement for appointment of six Assistant Professors. The advertisement be issued within twenty days from the date of issue of this communication. Later, the management will seek panel from the University for appointment of these six faculty members within forty days from the date of issue of such advertisement.

2. As regard to condition (i) to (ii) & (vi) of the Inspection Committee visit dated 09.07.2022, the compliance of the conditions mentioned be again checked by the same Committee and the final decision for grant of extension of temporary affiliation shall be taken by the Committee on such report.”

He enquired as to where are the recommendations, reports, including compliance report? In the absence of all these documents, he (Vice Chancellor) is asking them to take a decision.

Dr. B.C. Josan said that he would like to bring to the kind notice of the House that this course is being offered since 2017. The institute has appointed six teachers through duly constituted Selection Committee comprising Vice Chancellor's nominee. Problem is that it is now being said that the quorum in the meeting of the Selection Committee was not complete. The institute had sent invitation to all the members of the Selection Committee, but the subject expert did not come. Is it the fault of the institute or the appointees? How could they re-advertise the posts, when they had already appointed teachers on regular basis? Professor Meenakshi Malhotra, former Dean of University Instruction and Professor Manoj Kumar were part of the process. He is astonished as to why the approval is not being granted by the University to the appointments of the teachers. He did not know why the Senate in the year 2019 withdrew extension of affiliation granted to the Institute. This is the reason for placing the matter before the Syndicate as only Senate could review its own decision, but it would go to the Senate through the Syndicate.

Professor Devinder Singh stated that, as pointed out by Shri Satya Pal Jain, certain documents should have been on the record of the Syndicate. The decision of the Syndicate which is being referred to, i.e., the decision of the Syndicate that the Syndicate did not accord approval to the appointments made by the Institute, and this decision of the Syndicate was approved by the Senate also. This decision should have been with the Dean, College Development Council, if she has, the same should be provided. Moreover, the Syndicate could not take decision, in anticipation of the approval of the Senate. When the appointments of teachers were not approved, the extension of affiliation to the Institute could not be granted for the session 2021-22, and the Institute approached the court. The operative part of the court judgement should also have been on the record, and the court gave a window in the operative part that there should be an Executive Engineer, two Professors, subject expert(s), etc., in the Inspection Committee. As per Calendar, Syndicate is the final authority for grant of temporary extension of affiliation and the Syndicate should take decision whether temporary extension of affiliation for the session 2021-22 is to be given to the Institute or not. They all are well aware that the Syndicate was not there in the year 2021. It is the order of the court that the Syndicate should decide whether temporary extension of affiliation for the session 2021-22 is to be given to the Institute or not. The admissions had been made by the Institute for the session 2021-22 in the absence of the Syndicate. Now, the student would complete the course in the year 2023. As per Regulation the returns of the students would be received by the University only after the grant of temporary affiliation to the Institute. Had the requisite documents been made available to the Syndicate, they could have arrived at

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a logical decision? Whatever information was with him as a member of the Affiliation Committee, he had provided to the Hon'ble members.

Shri Satya Pal Jain said that, that is why, he is suggesting that the item should again be placed before the Syndicate in its next meeting with requisite documents because it is a legal issue and the matter is pending in the court.

Dr. B.C. Josan said that, if the arguments of Shri Satya Pal Jain are accepted, it would take a lot of more time, which would cause difficulties to the students.

Shri Davesh Moudgil said that if he (Vice Chancellor) called him and take his personal opinion, what would he say, it would be better not to discuss that. Secondly, he always advocates for local affiliated Colleges, but the Vice Chancellor should tell him that even if the granted temporary extension of affiliation to this Institute, the same would be with penalties for the deficiencies, e.g., for not taking the permission from the University, appointments of faculty members made or nor, etc. Would the Institute pay the entire fine? Even if the Institute had appointed teachers after issuing the advertisement, whether the approval has been granted by the University in accordance with the Regulations/Rules of the University? The approval to the appointment of teachers has not been granted at all. Hence, the temporary extension of affiliation to the Institute should not be granted; otherwise, as said by Shri Satya Pal Jain, it would become a precedent and anybody could quote it and their hands would be tied. Now the consideration of the item should be deferred and placed before the Syndicate in its next meeting with all the relevant documents.

The Vice Chancellor said that let him clear that he did not want that the Institute be granted temporary extension of affiliation out of the way. He requested the members to use respectable words so that the others should not get hurt. The issue is before the Hon'ble members and they should express their viewpoints. Ultimately, the members would decide as to what is to be done.

Shri Satya Pal Jain remarked that no one should use derogatory language against anyone.

Dr. Mukesh Arora said that the matter for grant of temporary extension of affiliation to the Institute for the session 2021-22 is late due to the reason that there was no Senate in that time. As such, the Affiliation Committee was formed only in the year 2022, and the matter has been placed before the Syndicate now. In future, it should be made clear to the Vice Chancellor's nominee and the subject expert that if one of the members of the Selection Committee did not turn up even after confirmation, he/she should not allow the interview to be conducted. The interview had been got conducted and teachers had been appointed, but approval is not being granted by the University. What is the fault of the teachers?

Dr. Neeru Malik said that, as pointed out by Dr. Mukesh Arora, Affiliation Committee was not there during the session 2021-22. Secondly, DAV College is one of the reputed colleges and there is a great demand for MBA Course. She pleaded that both the students and the Institute should not be allowed to suffer. Sometimes the experts could not come as they had their own limitations, but they should have alternative mechanism in place so that if any of the member could not come for the interview, either the interview should not be allowed to be conducted or a substitute be provided. When the Vice Chancellor asked Dr. Neeru to suggest as to what should be done, she said that, according to her, temporary extension of affiliation should be granted to the Institute. Since the affiliation could not be granted to the institute in the absence of Affiliation Committee and the same is being granted to the institute now, how fine could be imposed on the Institute?

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Shri Davesh Moudgil and Shri Satya Pal Jain asked Dr. Neeru Malik to get her this statement recorded.

Shri Satya Pal Jain said that Professor Devinder Singh has raised two major issues. He (Professor Devinder Singh) has told the Senate had already taken a decision on this issue, and until the Senate decision is reviewed by the Senate itself, they could not move forward. Another issue which has been raised is that if one of the members of the Selection Committee (Vice Chancellor's nominee, Director Higher Education's nominee, subject expert, etc.) could not come to attend the interview, has the management of the college or the Principal any right to invite another person(s) as substitute(s)? They have to take a policy decision on this issue. If they approve the appointments made by the Selection Committee of DAV Institute, where the quorum was incomplete, they have to approve all the selections made similarly especially of the colleges situated in far-flung areas where the members usually hesitate to go. Secondly, the decision of the Senate also needed to be examined to assess the implications, etc. He, therefore, suggested that the decision of the Senate, orders of the court, facts related to the selections made by the institute and all the related documents related to the case should be got examined.

Principal S.S. Sangha pointed out that earlier also selections had been made with incomplete quorum and those selections were approved by the University. In the case of selections of DAV Institute, the Vice Chancellor's nominee should not have allowed to make the selection if the subject expert had not come and the quorum was incomplete. As such, the institute is not at fault. In certain cases, two subject experts are there in the Selection Committees and if one of them did not come, the interviews are held and selections made. He suggested that the proceedings of the Selection Committee, which recommended appointments at the DAV Institute, should also be placed before the Committee/Syndicate. Since the Vice Chancellor's nominee, one of the subject experts and Dean, College Development Council's nominee fulfilled the quorum, the appointments could be approved. Perhaps, the nominee of the Dean, College Development Council was also of the related subject. Hence, there would be no ambiguity if the appointments are approved.

Dr. B.C. Josan remarked that career of teachers, who are working at the institute for the last six years, is at stake as their appointments are not being approved by the University.

Professor Devinder Singh said that although the documents presented before the Syndicate are incomplete, yet there is almost unanimity that the problem is because of the decision of the Senate owing to which the Institute had approached the court and the court passed the orders. Since it was a decision of the Senate, the item with all the documents which are being talked about, should directly be placed before the Senate. He thought that all the members would agree to his proposal.

Shri Satya Pal Jain said that whatever is being suggested by Professor Devinder Singh, could be a short-cut solution. However, his apprehension is that similar problem might arise in the Senate as well. Moreover, what would the Syndicate recommend to the Senate?

Professor Devinder Singh said that since he is also a member of the Affiliation Committee, he knew all the facts related to the case. The students had been admitted to the course, which is a self-financing course. The fee, which is being charged at UIAMS, is being charged by the Institute from the students of MBA. When the message goes to the parents that the temporary extension of affiliation has not been granted to the Institute, they felt bad. Since they are concerned with the interests of the students, a message should go that they are reviewing the decision of the Senate. He knew under what circumstances the students had been admitted and the

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Syndicate did not exist when the admissions of students for the session 2021-22 were made. He suggested that a Committee of 2-3 persons should look into all the papers, including those, which have not been presented to the Syndicate, and thereafter, the item should be placed before the Senate, so that the students feel that their interests are being safeguarded.

The Vice Chancellor said that the issue should be seen from the angles: (i) the Governing Body (Syndicate) was not there when the admissions to MBA course were made by the Institute, which one of the major reason for delay; and (ii) the students are going to pass very soon.

Professor Devinder Singh pointed out that since the students were admitted in the session 2021-22, they would pass out in 2023 as MBA is a two year course.

Shri Satya Pal Jain remarked that, he is one, who would never go against the interests of the students. However, 2-3 major issues are involved – (i) if the vehicle of the member of the Selection Committee stopped functioning in the way while he/she is going to a College situated in far-flung area or he/she is unable to attend the meeting/interview due to illness, and the management of the College concerned, appoint a person of their choice, what would they (University) do? He, therefore, suggested that a Committee of 3-4 persons should be constituted to examine the whole issue legally or the best way is that the item should be placed before the Syndicate with full facts and requisite documents for reconsideration. He reiterated that he would go out of the way to safeguard the interest of the students.

Dr. Neeru Malik remarked that they do agree that the interest of the students should be safeguarded, but at the same time the interest of the teachers should also be taken care of.

Shri Satya Pal Jain assured that the interests of the teachers would also be taken care of.

Dr. Mukesh Arora said that, according to him, the students of second year might have appeared in the examination in July 2022.

Professor Devinder Singh clarified that the admissions of the students admitted in the year 2020 were regularised by the Syndicate in its previous meeting with the fine and the result of the students has been declared. Because these students were admitted in 2021, they would appear in 4th Semester Examination in July 2023.

Dr. B.C. Josan said that he would like to submit that the expert and UBS did not at all want that affiliation for MBA should be given to DAV Institute. In fact, the expert did not go to attend the interview deliberately.

Shri Satya Pal Jain reiterated that either the matter be placed before the Syndicate in its next meeting with full facts and requisite documents or a Committee of 3-4 Syndics be appointed to examine the whole issue and make recommendations to the Syndicate for consideration. The decision should be a policy decision, which could be implemented in future also.

Dr. Mukesh Arora suggested that a mechanism should be evolved for future that in case the quorum in the Selection Committee is not complete, the Vice Chancellor's nominee should not allow the interview to be conducted.

Professor Devinder Singh suggested that a Committee of 3-4 Syndics should be constituted to look into the entire issue in view of the discussion held in the meeting

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so far and make recommendations. The Vice Chancellor be authorized to approve the recommendations of the Committee, on behalf of the Syndicate and thereafter the matter be placed before the Senate.

Dr. Neeru Malik said that, being a good suggestion, it should be accepted.

Shri Satya Pal Jain said that, as proposed by Professor Devinder Singh a Committee of Syndics should be appointed and the recommendations of the Committee should be placed before the Syndicate for consideration.

The Vice Chancellor said that keeping in view the interest of the students and their career prospects, either the Committee should be authorised to make recommendations on behalf of the Syndicate or the Vice Chancellor should be authorised to approve the recommendations of the Committee, in anticipation of approval of Syndicate, and the matter in any case would be placed before the Syndicate for information.

RESOLVED: That, a Committee of 3-4 Syndics, be constituted by the Vice Chancellor to look into the entire issue, keeping in view the discussion held in this meeting and make recommendations. The Vice Chancellor be authorised to take decision on the recommendations of the Committee, in anticipation of approval of the Syndicate, and the matter be placed before the Syndicate for information.

- 8.** Considered minutes dated 22.08.2022 (**Appendix-V**) of the Committee, constituted by the Vice-Chancellor with regard to Faculty Strength Audit to refine the matter regarding break up of 1378 teaching positions, department wise and post wise to depict the same in Budget Estimates Part-II.

Dr. Jayanti Dutta pointed out that the number of positions in Law has been enhanced, whereas the number of positions in other Department of the University has been reduced and no justification for this has been given.

Professor Devinder Singh clarified that they had total 38 positions and only 24 have been recommended by the Committee. Moreover, there are 8 part-time sanctioned posts, which are meant for Lawyers to come and teach.

Professor Hemant Batra said that nowhere the positions have been increased.

Professor Devinder Singh clarified that 8 part-time posts have been sanctioned to the Department of Laws and University Institute of Legal Studies. The Bar Council has made it clear in its Regulations/Rules that the Bar Council does not recognize part-time faculty at all. When the Bar Council visited this University last time, it had given an observation as to what the part-time mean. The Bar Council said that they did not recognize part-time; rather, it has to be regular faculty. According to him, the practice of hiring Advocates as part-time faculty is continuing for the last 25-30 years.

Dr. Mukesh Arora said that there are certain Departments, where not even a single faculty member is working on regular basis. He suggested that in such Departments, either faculty on regular basis should be appointed or someone, who is working at other places, e.g., Regional Centres, etc., should be transferred to the main University Department. Citing an example, he said that no regular faculty member is there in the Department of Sanskrit.

Dr. Jayanti Dutta pointed out that the Committee has recommended minus 13 positions at University School of Open Learning, minus 9 in the Department of Chemistry and minus 7 in the Department of Philosophy.

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Professor Prashant Gautam said that two additional seats have been recommended to his Institute (UIHTM) and those have been recommended because earlier they had Bachelor Programme of 3-year duration, but later on the UGC asked them to make it 4-year. Moreover, they had also started Masters Programme. The load has now become much more and even the two additional positions would also not serve the purpose. Similar is the position at University Institute of Legal Studies, where 10 additional positions have been recommended, and in the Department of Laws, 4 positions have been reduced. He had gone through the recommendations of the Committee and found that the Committee has done a very good job.

Professor Hemant Batra stated that, in fact, there were 1555 teaching positions, which were to be brought down to 1378. Keeping in view the number, the Committee has reduced or increased the teaching positions proportionately. Only the Institutes, which are governed under the rules/regulations of Regulatory Bodies, have not been disturbed. The number of positions in other Departments has either been reduced or enhanced on the basis of ratio, but the same had been done by another Committee. They had just ironed out the differences, wherever they could do in a proper way as there were certain objections from the Department(s) concerned. The Committee constituted by the Hon'ble Vice Chancellor was only to resolve the differences and the roster to be implemented.

Dr. Jayanti Dutta said that 13 positions of University School of Open Learning have been reduced, but the University School of Open Learning is also under a Regulating Body.

Professor Yojna Rawat said that the positions of University School of Open Learning have been reduced drastically and she thought that they might not be able to run the courses at University School of Open Learning with the recommended number of faculty members.

The Dean of University Instruction said that the reduction/enhancement in number of positions has been recommended in consultation with the Departments.

The Vice Chancellor said that the recommendations have been made by the Committee on the basis of input received from the Chairpersons/Heads of the Departments.

Professor Devinder Singh said that the Chairpersons had given the recommendations through JAAC.

It was pointed out that for Dr. Harvansh Singh Judge Institute of Dental Sciences & Hospital, 7 Professors including 1 Principal has been mentioned. The Principal is appointed by rotation. Moreover, the DACPS would also be implemented for the Doctors of the Dental Institute.

RESOLVED: That the recommendation of the Committee dated 22.08.2022, constituted by the Vice-Chancellor with regard to Faculty Strength Audit to refine the matter regarding break up of 1378 teaching positions, department wise and post wise to depict the same in Budget Estimates Part-II, as per **Appendix**, be approved.

9.

Considered minutes dated 13.09.2022 (**Appendix-VI**) of the Library Committee, constituted by the Vice-Chancellor, under Regulation 8 (g) clause 2 & 3 at page 44-45 of P.U. Calendar, Volume-I, 2007, to manage the day-to-day affairs of the University Library

RESOLVED: That the recommendations of the Committee dated 13.09,2022, as per **Appendix**, be approved.

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10. Considered the following recommendations dated 12.10.2022 (**Appendix-VII**) of the Committee, constituted by the Vice-Chancellor to review all cases which were given approval/disapproval by the Approval Committee in the year 2020 that:

- (i) the pending cases of other Assistant Professors who have been selected on the basis of Ph.D. degree from CMJ University, Jorabat, Meghalaya and their selection has been made as per University/UGC norms, status quo be maintained in view of circular No.DRC/33645-847 dated 11.07.2022 where it has been advised by the Legal Retainer that “No action can be or should be taken by the University in the present case (till the receipt of any further orders) from Hon’ble Supreme Court or the High Court of Guwahati and subject to such orders if any”.
- (ii) in the light of the legal opinion of Sh. Anupam Gupta, Sr. Advocate and Legal Retainer, the services of Dr. Vinod Kumar be reinstated as Assistant Professor in Computer Science, DAV College for Women, Ferozepur Cantt.
- (iii) comments be sought from the office of DCDC w.r.t. the minutes of approval Committee dated 16.07.2020, 20.07.2020, 22.07.2020, 24.07.2020, 29.07.2020, 31.07.2020, 03.08.2020 and 23.12.2020 being convened by the DCDC for not getting the approval of the Competent Authority as per rules.

Professor Devinder Singh stated that the matter related to the year 2020 when an Affiliation Committee was also constituted. The year 2020 is important in the history of Panjab University as it was an election year. In the meetings of the Affiliation Committee, which were held in the months of May, June, July, etc., the approval for appointment of Principals and teachers of certain affiliated Colleges was considered. As per Panjab University Calendar, the power to grant affiliation lay with the Syndicate, but as per tradition, the Syndicate did not grant affiliation itself, but through the Affiliation Committee constituted by it. In 2020, the Syndicate constituted an Affiliation Committee and the Affiliation Committee took certain decisions at its own level and the same were neither placed before the Vice Chancellor nor before the Syndicate/Senate. In fact, those decisions were finalised by the then Affiliation Committee at its own level. As that was election year, approval to the appointment of about 175 teachers/Principals was given by the Affiliation Committee. The Affiliation Committee, which has now been constituted under the Chairpersonship of Professor Savita Gupta, enquired from the convener of the Committee (Deputy Registrar (Colleges), as to how it has happened. The Committee asked Deputy Registrar (Colleges) as to how the office issued letters of approval to the Colleges about the approval of 177 Principals/teachers without the minutes of the Affiliation Committee approved by the Vice Chancellor/Syndicate/Senate. To which, the Deputy Registrar (Colleges) replied that the Affiliation Committee had directed them to do so.

Professor Savita Gupta said that, in fact, there were a large number of cases and she had asked the Deputy Registrar (Colleges) to segregate the cases as there were certain cases of Colleges of Education, certain cases of disapproval and certain CMJ cases. There were 10 cases where the candidates had obtained degrees from CMJ University, out of which approval to two candidates has been granted and one appointment has been disapproved. All the other cases are pending. There is a ruling of Hon’ble Supreme Court of India/High Court of Guwahati that no action can be or should be taken by the University in the present case (till the receipt of any further orders). The University had also issued a circular in this regard. In the light of the said circular, the Committee has recommended to the Hon’ble Vice Chancellor to approve the appointment of the teacher, which has earlier been disapproved. The

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Committee felt that injustice has been done to a candidate, the Committee recommended that status quo be maintained in all the 10 cases and the Principal of the college should be advised to reinstate the teacher concerned in the light of the ruling of the Supreme Court.

Professor Devinder Singh said that other cases of the candidates, who had obtained degrees from CMJ University, were approved except the case of one candidate. When the Committee looked into the file, it was found that the Committee had approved the appointment of teachers/Principals by adopting the policy of pick and choose. He reiterated that all this has been done by the Committee at its own level and approval of the competent authority had not been taken. Now, whatever the Affiliation Committee is recommending, the same is being placed before the Syndicate, but nothing like this was done by the previous Affiliation Committee.

Principal S.S. Sangha said that before 2020, approval to all the cases relating to appointment of teachers/Principals was granted by the Vice Chancellor. In the year 2020, within a couple of months about 175 cases of appointment of teachers/Principals were approved by the Affiliation Committee. Majority of the teachers were called by the Affiliation Committee. He could also point out ineligible cases of the Principals, which were approved by the Affiliation Committee. Certain cases of teachers/Principals, which had been approved by the Affiliation Committee, could not have been approved as per the NCTE norms.

Professor Devinder Singh said that it was nothing, but an example of mal-Administration. He is not against any individual or office, but he is astonished to see that a parallel authority could be created against the Vice Chancellor/University Authority. This has come to their notice from this file, and that too because a teacher is writing to the University again and again.

Dr. Jagtar Singh enquired that as to who were the members of the Affiliation Committee at that time.

To this, Professor Devinder Singh said that papers are available with them. They could themselves see as to who were the members of the previous Affiliation Committee.

Dr. Neeru Malik said that, in fact, it was a vote bank scam for the Senate Election 2020.

Shri Satya Pal Jain remarked that, that was why, he was saying that no such a decision should be taken, which they would not be able to defend. When such a decision is taken, later on people usually say that it was a political motivated decision. He, therefore, always plead that they should take a right decision, so that no problem should arise in future.

Professor Yojna Rawat said that in such cases, responsibility must be fixed.

Dr. Neeru Malik said that Principal S.S. Sangha has rightly said that the Affiliation Committee had done everything for getting votes. Approval to only those cases was granted, where the candidate had agreed to cast their votes in favour of their candidates. In fact, the approval of certain teachers was cancelled.

Shri Satya Pal Jain said that this is a fit case for instituting an inquiry.

Dr. Jagtar Singh said that, as said by Shri Satya Pal Jain, inquiry should be instituted against the members of the previous Affiliation Committee. Could anybody inform as to who were the members of the previous Affiliation Committee?

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Shri Satya Pal Jain said that he would like to draw the kind attention of the House towards page 28 of the annexure, where the last signature is of dated 18.10.2020. In fact, these are the minutes of the Committee meeting held on 12.10.2022. How could one sign these minutes on 18.10.2020? Thus, it is a serious mistake. If someone approached court, it would take at least 6 months to clarify. Moreover, different annexure, i.e., I to VIII have been mentioned in the minutes, but none of them is appended. He, therefore, suggested that the whole issue needed to be re-examined.

Professor Devinder Singh suggested that a Committee of Syndics should be constituted to examine the issue in depth.

Shri Satya Pal Jain suggested that the persons having legal background should be associated with the Committee proposed to be constituted to look into the whole issue and make recommendations.

It was informed that the following persons were the members of the previous Affiliation Committee:

1. Shri Ashok Goyal
2. Professor Navdeep Goyal
3. Dr. Surinder Kaur
4. Dr. Harpreet Singh Dua
5. Shri Rabinder Nath Sharma
6. Professor Keshav Malhotra
7. Professor Sanjay Kaushik,
Dean, College Development Council

Shri Satya Pal Jain suggested that inquiry should be conducted and guilty punished, so that a signal is sent that even the powerful/influential persons could also be punished.

RESOLVED: That a Committee of 3-4 persons having legal background, be constituted to look into the whole issue and make recommendations.

11. Considered the recommendation of the Regulation Committee dated 31.10.2022 (**Appendix-VIII**) that the following amended Regulation 11 (D) (ii) approved by the Ministry of Education, Government of India, vide letter No. F.2-6/2015-U.II dated 08.01.2021 and published in the Gazette of India, be made effective from 30.06.1989 (the date on which the Syndicate adopted the Punjab Government circular No.10/77/88-FPI/10304 of 24.11.1988) instead of date of publication in Government of India Gazette:

11 (D)(ii) "Earned leave at the credit of a teacher shall not accumulate beyond three hundred days and the maximum period of earned leave that may be sanctioned at a time shall not exceed sixty days.

Provided that Earned leave exceeding sixty days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate or when the entire leave, or a portion thereof, is spent outside India."

It was informed that in view of the contempt notice issued by the Court, the payment of encashment of maximum 300 days has already been made to the teachers concerned.

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After some discussion, it was –

RESOLVED: That the following amended Regulation 11 (D) (ii) approved by the Ministry of Education, Government of India, vide letter No. F.2-6/2015-U.II dated 08.01.2021 and published in the Gazette of India, be made effective from 30.06.1989 (the date on which the Syndicate adopted the Punjab Government circular No.10/77/88-FPI/10304 of 24.11.1988) instead of date of publication in Government of India Gazette:

11 (D)(ii) “Earned leave at the credit of a teacher shall not accumulate beyond three hundred days and the maximum period of earned leave that may be sanctioned at a time shall not exceed sixty days.

Provided that Earned leave exceeding sixty days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate or when the entire leave, or a portion thereof, is spent outside India.”

12. Considered the recommendations of the Committee dated 07.10.2022 (Item No. 1 to 5), constituted by the Vice-Chancellor to formulate the guidelines for Ph.D. students according to U.G.C guidelines

Initiating discussion, Principal S.S. Sangha said that he would like to express his viewpoint on recommendation 5 of the Committee pertaining to consideration of the appointment of Supervisor that it should be done in a time-frame manner as number of applications from the last five years is pending, especially in the Faculty of Education. He further said that as 70% of the contribution in the promotion of research activities is of the Colleges in the subject of Education as compared to 30% contribution of the University in Education Faculty. He suggested that the representative of the College should be added as member in the said Committee. In the said Committee, no representative of the College is included as member. From the last five years, no entrance for enrolment in Ph.D. has been conducted. Moreover, a policy has also been framed by the University that passing of NET is compulsory whereas it has no where been mentioned by the University Grants Commission. If a School Principal wishes to do the Ph.D. without clearing the NET Examination, he would not be considered eligible for Ph.D. whereas it is not in every case that he wishes to pursue Ph.D. only for teaching. Therefore, he suggested that the eligibility conditions for pursuing Ph.D. as per the guidelines of U.G.C. should be adopted. A special meeting for the same should be conducted on bi-monthly basis. A report to this effect should be obtained from the Colleges where in number of cases, applications of various teachers are pending and such teachers have been superannuated.

Referring to recommendation 5 of the Committee, Dr. Mukesh Arora stated that in the Research Centres of various Colleges, students are pursuing Ph.D. whereas, whenever the meetings of framing the Ph.D. guidelines were conducted, no representative from the College was included as member of the Committee. One representative of College should be added in the Committee so that fruitful inputs from the Colleges could be received.

Dr. B.C. Josan while endorsing the recommendation 5 of the Committee regarding framing of Ph.D. guidelines said that the representative of the College should be included.

Professor Prashant Gautam said while referring to recommendation 4 of the Committee regarding framing of Ph.D. guidelines for framing a uniform policy for appointment of the Supervisor, who are near the age of superannuation, that there are

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clear cut guidelines laid down in the U.G.C. for the same, these guidelines should be adopted in *toto*. The policies should only be framed when such guidelines are not framed by other Regulatory bodies.

The Vice-Chancellor said that it is the matter pertaining to research therefore, all of them should think vigorously on the issue so that there should not be any gap in it.

Professor Sukhbir Kaur said that as per the recommendation, if the University teachers/Ph.D. research Supervisors who are close to superannuation with less than three years of service left at the time of registration will have to associate another Supervisor below the age of 55 years, in such a case, a teacher could not do the research work. She further stated that in accordance with the guidelines of U.G.C., a teacher can guide the research scholars till the age of 65 years. On the one hand, the University is talking about promoting the research and on the other hand, it is recommended that at the age of 55 years, a Co-guide may be associated with the Supervisor. The number of faculty in the departments of the University is very less and in such a situation, they have been directed to opt for Co-guide who are not involved/related to the research. She opined that this recommendation should not be accepted.

Professor Yojna Rawat stated the regulations of the U.G.C. should be followed in *toto* so that no lapse occurred at the later stage.

Dr. Neeru Malik, referring to recommendation 5 of the Committee, said that the guidelines of U.G.C. should be followed in *toto* for the affiliated Colleges also. She further brought the notice of the Vice-Chancellor that in the year 2016 the approval was accorded to the Research Supervisors in the Faculty of Education. In the year 2018 some cases had been approved as per pick and choose whereas the other Research Supervisors, who had applied have not been given approval so far. The Committee pointed out that there were some shortcomings in it but teachers were not informed about these shortcomings. Previously, the hostel facility was allowed to the Junior Research Fellows and Research scholars of the Colleges who used to mark their attendance in the University but now they are deprived of the hostel facility. She requested that the hostel accommodation should be allowed to the research scholar of the Colleges on the basis of merit and not on the basis of the location of the Research Supervisor.

Dr. Jayanti Dutta, referring to recommendation 3 of the Committee, said that the U.G.C. guidelines should be adopted in *toto*, whereas in the Department of English & Cultural Studies, the amendments are proposed which are not in accordance with the U.G.C. guidelines. If M.Phil. course is discontinued then there should not be any place for M.Phil. course in the recommendations of the Committee.

Professor Sukhbir Kaur said that the recommendations of this Committee should not be approved.

Dr. Neeru Malik said that M.Phil. course is being run in the Government Medical College & Hospital, Sector 32, Chandigarh. While concluding, she further said that those Colleges which are competent for Research Centres and their Research Journals are functioning, if they apply for approval for research work, they should be allowed.

Professor Devinder Singh said that he would like to place before the House three observations, first is that the Regulations of U.G.C. should be adopted in *toto* and secondly, his observation with regard to depriving the hostel facility to the research scholars of affiliated Colleges, is that they extend the hostel facility only to

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the students of Under-graduate and Post-graduate courses of the University. Previously, the students of LL.B. were allowed to stay in 40 hostel rooms, whereas at present this number is reduced to 20. When asked why this number had been reduced, they replied that now the hostel facility is extended to 200 Research Scholars. He requested that more and more hostels should be constructed as in the present time when there is acute shortage of teachers in the University and in the absence of the teachers; the Research Scholars have to take the classes. These Research scholars usually stay in the Hostels. As per his opinion, the hostels should be constructed out of the Research Grant either from the U.G.C. or from the Government of India, only for the stay of the Research scholars. There is dire need of the Hostels, out of 900 students of LL.B., 450 students require hostel facility whereas only 40 hostel rooms are allocated to these students. Thirdly, he stated on the issue where the representatives of the Colleges are not involved in the Committees, that there is a provision of Research Advisory Committee (R.A.C.) in the guidelines of the Ph.D. wherein the Head of the Research Centre or the Supervisor forms the part of the R.A.C. It should be enforced that the head of the R.A.C. or the Supervisor should be made a part of the Committee and gives their contribution/input.

Summarising, the Vice-Chancellor concluded that the Regulations/Guidelines of the Ph.D. should be adopted in toto and all the issues pertaining to Colleges would be addressed as these have not been included in the Ph.D. guidelines, which has also been in his knowledge. Secondly, with regard to issue of allowing hostel facility to Research scholars, he stated that it is not the right of the student to get hostel facility, if the seat is vacant in the hostel, then the same would be allotted. With regard to construction of hostel out of the Research grants, being the members of the Governing bodies, they might be aware about the situation of the funds. The request/proposal had already been submitted to the Ministry of Human Resource Development, Government of India and it had been clearly mentioned that MoU had been signed by the Panjab University indicating therein that 206+6% +8% from Punjab Government would be allowed and no other funds would be allocated to the University except these which had been mentioned in the MoU.

To this, Shri Satya Pal Jain said that a news item was published that two hostel buildings will be constructed by the Punjab Government in the University. He suggested that some of the members of the House would meet and persuade the Punjab Government for the same.

The Vice-Chancellor said that due to the presence of the Director Higher Education (Punjab), several activities and work of the University is being done very smoothly. He (D.H.E. (Pb.)) has very positive approach, as being discussed with regard to Research Centres, where the situation of the Libraries were in dilapidated condition, the University had come out with a scheme to upgrade all the Research Centres and the University would get more and more funds. But the University have to make a liaison with the Government along with the consent of the Governing body.

Shri Satya Pal Jain said that it should be recorded in today's meeting that earlier announcement made by Chief Minister, Punjab for the construction of Hostels in the University, is being welcomed by the Panjab University and would also request the Government to move forward in the direction.

The Vice-Chancellor said that he had no knowledge about such notification when he would get the same officially, then it would be considered.

Shri Satya Pal Jain said that when the students had met the Vice-President of India and Chancellor, P.U. had made the statement that the Punjab Government is ready for the allocation of the hostels to the University.

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The Vice-Chancellor said that it was on that day during the visit of the Hon'ble Vice-President of India and Chancellor, P.U., when it has been brought to his notice.

At this stage, Shri Satya Pal Jain requested the Vice-Chancellor to allow him to leave the House as he has an urgent assignment.

The Vice-Chancellor observed the absence of Shri Davesh Moudgil and stated that it is not the way one should leave the House. Shri Satya Pal Jain being a senior most member left the House with due permission. Whereas Shri Davesh Moudgil even did not inform the House before leaving the House. He observed with concern that it is not the courtesy to leave the House without the permission of the Chair.

The Vice-Chancellor further said that his observation on the issue be placed on record that Shri Davesh Moudgil left the House in the mid of the meeting without the permission of the Chair.

RESOLVED: That the consideration of the Item C-12 on the agenda, be deferred with the observation that the Committee be directed to re-visit its recommendations.

- 13.** Considered the following two points (v & vi) of the final report dated 25.06.2018 (**Appendix-IX**) of the Fact Finding Committee, of scope of enquiry in continuation to the interim report submitted on 21.09.2017 covering items (i) to (iv) of the scope of enquiry which stand approved by the Syndicate in its meeting dated 19.11.2017 (Para 9) with regard to fire incident in Administrative Building on 14.05.2017 and to constitute a University level Committee consisting of Disaster Management experts, Fire fighting experts and Construction office under the Chairmanship of Registrar to plan the implementation of recommendations of the Fact Finding Committee:

- (v) Any other item that may arise or be raised relating to different sections of the Accounts Department or the area involved in fire and;
- (vi) The Committee could recommend measures to be put in place that such accidents do not happen in this building as well as other buildings of the University.

NOTE: The Syndicate in its meeting dated 19.11.2017 (Para 9) (**Appendix-IX**) had accepted the interim Report on the following points of the scope of enquiry:

- (i) To ascertain the cause of the fire.
- (ii) Was it accidental or otherwise?
- (iii) What records stand lost? How much of the lost records can be retrieved/ re-constructed?
- (iv) Does anyone stand to benefit from the lost record(s)? If yes, can such beneficiaries be identified/ enumerated?

The recommendation of the remaining two points of references (v & vi) would be put up to the

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Syndicate as and when received. The final report is now being presented for consideration on the above two points.

Initiating discussion, Professor Devinder Singh said that it was decided by the Syndicate in its previous meeting to submit the report of the Fact-Finding Committee pertaining to the incident of the Fire for consideration.

Professor Prashant Gautam said that the report consisted of four parts which contained firstly to ascertain the cause of the fire, was it accidental or otherwise, what records stand lost? How much of the lost records can be retrieved/re-constructed? And does anyone stand to benefit from the lost record(s)? If yes, can such beneficiaries be identified/enumerated? After going through the report on *prima facie*, it was observed that this report is just like the project work assigned to a student consisting of the points that it should be done, it should be done etc., but the appropriate expert opinion is missing in the report. If the points raised in the report should be taken into account, a million of rupees would be spent.

The Vice-Chancellor stated while clarifying that a huge fire incident had occurred, it has also been said by Hon'ble Chancellor, Panjab University during his recent visit, that accountability should be fixed. It is not ascertained from the report that who is accountable for the same?

To this, Professor Devinder Singh said that questions were raised in such a manner that all the replies were submitted and subsequently, clean chit was given.

The Vice-Chancellor enquired whether the Governing body accepted the recommendations of the report.

Professor Devinder Singh replied that the report was accepted by the Governing body.

The Vice-Chancellor enquired whether the Senate had accepted the report and given clean chit to the case.

Dr. Jagtar Singh said that clean chit had already been accorded on the report of the Fact-Finding Committee on the fire incident by the Syndicate.

Professor Devinder Singh asked the Registrar, "was the said report placed before the Senate"? If not, the same may be referred to the Senate.

The Vice-Chancellor stated that this is the situation where the deeds of the past done by others have to be borne by the present.

Professor Devinder Singh said that similar decision which has been taken in the previous case pertaining to Colleges regarding constitution of a Committee of 3-4 members, should also be taken in the matter. The recommendations of the Committee, accepted by the Vice-Chancellor, would be placed before the Senate. The Fact-Finding Report had been submitted by the retired Judge/IAS officer and it is not feasible to pin-point and comment on the said-report. The portion of the report pertaining to fixing of accountability would be got examined through a Committee of 3-4 members and the recommendations of the Committee, after approval by the Vice-Chancellor, may be placed before the Senate.

The Vice-Chancellor asked the Director, Higher Education, (U.T.) and D.P.I. (Punjab) to express their viewpoints as it is very serious matter.

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Shri Rajiv Kumar Gupta, Director, Higher Education, Punjab, said that a Sub-Committee may be constituted as stated by Professor Prashant Gautam, the report is very voluminous containing a number of observations and suggestions. A Sub-Committee should be constituted to evaluate the report of the Fact-Finding Committee and may be placed before the Syndicate or Senate as deems fit. He said that this incident had occurred a very long back, therefore, it should also be got examined whether this building is fire safe as per the norms of the Fire safety. The question might be raised that after going through such a voluminous report, nothing is done to avoid such type of incidents in future, therefore, the safety norms should be followed.

Dr. Jayanti Dutta said that after going through this report, an impression has come that it had been written in a way a Research person writes his/her research report. The mechanism which is required to be evolved is merely of 4-5 pages but this is not the complete mechanism, the expert advice/opinion is missing in the report. When the Committee would be constituted, the Committee should also examine each and every aspect and would have to recommend do-able actions.

The Vice-Chancellor asked the members to express their viewpoints on the issue of fixing of accountability.

Shri Amandeep Singh Bhatti, Director Higher Education, U.T., said that they could not go into the wisdom and merits of the report of the Committee. Had there been some kind of finding against anyone, if they remained silent, then according to him, they should not go in for same. It is better to go in for further safety measures so that such incident would not occur in future. It would be very difficult if they pinpoint its observations and it would become debatable again and it would be appealed against by those who found guilty. It would be ending to an unwanted litigation. He further said that it is a very cumbersome process to pinpoint any one otherwise had it been so open, the things could have been very clear in the report itself. As per his opinion, they would be in a situation of adding more and more troubles for them.

Professor Prashant Gautam stated a Committee may be constituted on the issue who will examine the legal aspects and examine the aspects on the engineering side also so that the same could be placed before the Senate.

Dr. Neeru Malik said that the opinion of the Chandigarh Administration should be sought on the issue as the NOCs of the buildings are obtained by the Chandigarh Administration.

RESOLVED: That –

- (i) the final report of the Fact-Finding Committee dated 25.06.2018 with respect to the first four (i to iv) points of references to the Committee, which already stood approved by the Syndicate dated 19.11.2017 (Para 9) with regard to fire incident in Administrative Building on 14.05.2017, be recommended to the Senate.
- (ii) the final report of the Fact-Finding Committee dated 25.06.2018 with respect to point (v), be accepted, and recommended to the Senate.
- (iii) so far as point (vi) is concerned, a Sub-Committee, be constituted to evaluate/examine the relevant portion, including engineering aspect and the recommendation(s) of the Committee, be placed before the Syndicate.

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- (iv) once the decision on the recommendation(s) of the Committee to be constituted under (iii) above is taken by the Syndicate, the entire matter be placed before the Senate.

14. Considered the minutes dated 08.08.2022 (**Appendix-X**) of the Committee constituted by the Vice-Chancellor to examine the placement of those faculty members in the Master Seniority list, who joined in the year 2005, i.e., upto 31.12.2005 but were confirmed in the year 2006 (after completion of one year) and the master seniority list prepared by the office duly signed by all committee members on the basis of the criteria framed in the committee meeting dated 08.08.2022.

NOTE: Master seniority list of Professors joined and confirmed up to 31.12.2005 was enclosed (**Appendix-X**).

The Vice-Chancellor, on this item, stated that it is the first University which had been observed by him, which is not having the Master Seniority list. It is very easy to say that complete facts should be brought in the House, but actually, it is quite difficult to place the things on time. This item should be approved.

RESOLVED: That the recommendations of the Committee dated 08.08.2022, as per **Appendix**, be approved.

15. Considered if, honorarium @ Rs.5000/- p.m. be paid to Professor Yajvender Pal Verma and Professor Jagat Bhushan, on account of holding the additional charge of the posts of Registrar and Controller of Examinations, respectively, w.e.f. the date they joined as such, as per decision of the Syndicate dated 16.10.2019 (Para 51-I (VI)) in respect of Professor Karamjeet Singh, the then Registrar.

NOTE: An office note was enclosed (**Appendix-XI**).

The Vice-Chancellor stated that from the inputs received from some sources, he came to know that this amount of honorarium to be paid to the Registrar and Controller of Examinations had already been approved. Why this item has been placed in the Agenda.

Dr. Mukesh Arora said that this item has been placed on the Agenda to propose the hike in the honorarium to be paid to the Registrar and Controller of Examinations for additional charge being handled by them.

Several members including Dr. Mukesh Arora, Professor Yojna Rawat and Dr. Neeru Malik stressed that the hike in honorarium should be approved.

The Vice-Chancellor pointed out in other Universities also, an amount of Rs.5000/- is paid as honorarium for the additional charges.

Dr. Mukesh Arora stated that it should be got checked from how much time this amount has been continued as Rs.5000/-.

Dr. Jayanti Dutta said that even the Director, HRDC is being paid an honorarium of Rs.10,000/-.

Professor Yojna Rawat said this amount has been fixed as Rs.5000/- from the last 25 years.

Dr. Jagtar Singh said this amount of honorarium should be enhanced to Rs.10,000/-.

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Dr. B.C. Josan said that both the officers Registrar and Controller of Examinations put strenuous efforts even during the odd hours.

The Vice-Chancellor said that if there is more amount being paid in other Universities, the same could be placed for consideration.

Dr. Neeru Malik said that as stated by Dr. Jayanti Dutta that the Director, HRDC is getting the honorarium of Rs.10,000/-.

The Vice-Chancellor said that there are other Professors also in the University who are handling the additional charge. As per his knowledge, in other Universities also, the amount of honorarium is fixed as Rs.5000/-.

Professor Devinder Singh said that he would like to say that the Registrar of the University is very young and energetic and the University should appreciate his contribution rather than measuring his contribution in terms of money. He knew Professor Y.P. Verma from the last 20 years, it would not mean anything for him to get Rs.5000/- or Rs.25,000/-. It is his (Registrar) mission to contribute towards the welfare of the society. Therefore, it is recommended that an honorarium amount of Rs.5000/- is sufficient and there is no need to enhance the same, to achieve his mission.

Professor Devinder Singh stated that the same appreciation is also for the contribution of Professor Jagat Bhushan, Controller of Examinations.

Professor Sukhbir Kaur said that the Professor on the additional charge of Dean Student Welfare is also getting the honorarium of Rs.3500/- moreover, he also works 24x7. These positions are honorary positions and prestigious posts and these cannot be compared in terms of money.

Dr. Mukesh Arora and Professor Yojna Rawat said that in the previous meetings also they requested to enhance the amount of Rs.10/- per kilometre which is being paid. But in spite of repeated requests, this amount has not been enhanced so far.

The Vice-Chancellor said that it would be got examined.

Professor Jagat Bhushan, Controller of Examinations stated that he would like to request the House that he may not be paid this amount of Rs.5000/- as honorarium. He stated that he had never claimed this amount.

While concluding, the Vice-Chancellor stated that it is in the system of the University to pay the honorarium and they should follow the same as per the System and would continue to pay Rs.5000/- as honorarium to both the Professors for handling additional charge.

Shri Amandeep Singh Bhatti, Director, Higher Education, U.T. said that he would like to place on record the appreciation for both the officers (Registrar & Controller of Examinations) as since his joining to his new field, both the officers are very receptive and forth-giving all the time and in any kind of problem, they are just one phone-call away and he specially thanked both the officers for their contribution.

The Vice-Chancellor stated that Professor Sukhbir Kaur has very rightly said that these are the honorary positions and if any Professor is performing such type of task, then certainly they are taking care of the dignity and the output of the Researchers and Academicians.

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RESOLVED: That honorarium @ Rs.5000/- p.m. to Professor Yajvender Pal Verma and Professor Jagat Bhushan, on account of holding the additional charge of the posts of Registrar and Controller of Examinations, be paid, respectively w.e.f. the date they joined, as per decision of the Syndicate dated 16.10.2019 (Para 51-I (VI)).

- 16.** Considered minutes dated 17.10.2022 (**Appendix-XII**) of the Committee, constituted by the Vice-Chancellor, to frame templates and application forms for direct recruitment for Assistant Professor, Associate Professor, Professor and Principal, as per UGC Regulations 18.07.2018.

NOTE: The Syndicate in its meeting dated 27.09.2022 (Para 25) (**Appendix-XII**) had approved the recommendation of the Committee dated 20.09.2022, constituted by the Vice-Chancellor, to frame templates and application forms for direct recruitment of Assistant Professor, Associate Professor, Professor and Principal, as per UGC Regulations dated 18.07.2018

Professor Sukhbir Kaur said that the templates have been framed as per the guidelines of the U.G.C. As such, these should be approved.

The Vice-Chancellor said that after the approval of the templates, the process of filling up of vacant positions would be initiated.

It was informed that a meeting of the Committee would again be conducted for preparation/finalization of templates for the Constituent Colleges, and the representative(s) of the Constituent Colleges would also be invited to the meeting of the Committee.

It was further informed by Dean, College Development Council, that there should not be any requirement of template; rather, ranking should be awarded. The U.G.C. Regulations, 2018 should be adopted, but there is no need of any template; rather they should award the marks. The issue was internally deliberated upon wherein some faculty members from the Department of Laws and University Institute of Legal Studies were invited and they have suggested that there is no need for any template. There are certain things regarding the affiliated Colleges with regard to appointments as well as promotions under the CAS. According to her, certain clarifications are required. Instead of requirement of templates, the ranking in the form of one, two or three should be awarded. As per the input received so far, there is no requirement of template, they should just give ranking.

Professor Devinder Singh stated that the U.G.C. guidelines have been implemented in the Colleges w.e.f. 28.09.2022, whereas the same had been implemented in the P.U. Campus earlier. The Director Higher Education, U.T., Chandigarh, would inform about the effective date for the implementation of U.G.C. Regulations in the affiliated Colleges. So far as the issue pertaining to templates is concerned, if the Regulations of the U.G.C. have to be adopted, there is no need of templates. But still, they should approve the templates as a precedent for which a Committee had already been constituted. The members of the Affiliation Committee would fully agree with his viewpoint that Principals and Lecturers would fill the templates by the stipulated date. If delay is there, then it could be argued that the templates could not be framed in time. The templates should be prepared in accordance with the guidelines of U.G.C. and as per the past precedent, it is to be got approved from the Syndicate. Therefore, a Committee should be constituted just now by the House and the Dean, College Development Council, be appointed the Convener of the Committee. The Committee could be authorized to prepare and upload the

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templates of the affiliated Colleges, in anticipation of the approval of the Syndicate. He, therefore, suggested that a Committee of Syndics should be constituted and the Vice-Chancellor be authorized to approve the template, in anticipation approval of the Syndicate.

Professor Sukhbir Kaur said that the templates, which have been prepared, are in accordance with the guidelines of the U.G.C. The templates are to be prepared for defining the eligibility. Once the eligibility is determined/defined, all the candidates, who are eligible, will be called for interview. However, no merit lists would be prepared. As such, to follow the process, template(s) have to be approved.

The Vice-Chancellor said that a separate Committee would be constituted by him to decide and shortlist the candidates.

Dr. Neeru Malik said that she would like to add that after the approval of the templates, the merit list is prepared on the basis of choice of the Colleges. Citing an example of a candidate whose name falls in the U.G.C. cleared list and Scopus index, after conversion of the points on the basis of the impact factor, one get 14 points for 13.6 and the other gets 16 for 15.9 points. If the College did not want, the candidate could not get the points, which he/she deserved in spite of lot of publications at his/her credit. She requested that the provisional template framed should be brought to the notice of the participants within specified period of time to point out the discrepancies and shortcomings. The members of the Screening Committee asked them to sign on the marks awarded on the basis of the interview, whereas scoring is done by them. They put the signatures in toto on the consolidated list. When their signatures are obtained on the consolidated list, then the liability lies on them, whereas they have not been made the part of scoring.

Dr. Mukesh Arora said that after the approval of the templates, all the appointments and selections should be made in accordance with the approved templates.

It was informed by the Dean, College Development Council, that regarding the eligibility she would like to submit that in Guru Nanak Dev University, Amritsar and other Universities, the office of the Dean, College Development Council, has been authorised to check the eligibility, for which a fee has been prescribed. A Committee from the office of Dean, College Development Council, used to be constituted in other Universities to check the eligibility criteria as it is not possible to check the eligibility criteria on the spot by the experts.

Professor Savita Gupta and Dr. Neeru Malik suggested that the procedure adopted by GNDU Amritsar and other Universities should be adopted for checking the eligibility of the candidates.

The Vice-Chancellor said that after checking the eligibility criteria from the office of the Dean, College Development Council, the applications of candidates should be placed before the experts for consideration.

Professor Devinder Singh, referring to the viewpoint expressed by Dean, College Development Council, said that since finances are involved, it should be decided as to what amount of fee may be charged from the candidates. To avoid delay, the fees to be charged from the candidates should be decided in the House itself as the process for recruitment is needed to be initiated at the earliest.

Professor Sukhbir Kaur and Dr. Neeru Malik said that they should seek information from Guru Nanak Dev University and other Universities about the fee being charged by them from the candidates.

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Professor Devinder Singh said that if it is done without fixing the fee, it would prove to be futile exercise.

The Vice-Chancellor enquired from Shri Rajiv Gupta, Director Higher Education (Punjab) as to what amount of fee is being charged from the candidates.

Shri Rajiv Gupta, Director, Higher Education (Punjab), replied that he would inform them after checking from the concerned quarters.

The Vice-Chancellor said that the information to be provided by Shri Rajiv Gupta, Director, Higher Education (Punjab), would be included in the resolved part as far as the affiliated Colleges situated in Chandigarh and Punjab are concerned.

RESOLVED: That –

1. the recommendations of the Committee dated 17.10.2022, as per **Appendix**, be approved;
2. a Committee of Syndics, be constituted by the Vice Chancellor and the Dean, College Development Council, be the Convener of the Committee, to prepare the templates for the affiliated Colleges; and the Vice-Chancellor be authorized to approve the template, in anticipation approval of the Syndicate; and
3. a Committee be constituted by the Vice Chancellor to determine the fee to be charged from each candidate.

17. Considered the report dated 16.01.2020 of Chief Vigilance Officer, Panjab University, Chandigarh with regard to the complaint received from Mr. Manoj Kumar Karwasra and Mr. Gurdial Singh Saini against the Organizing Secretary and others with regard to the conduct of the International Forum of Physical Education and Sports Sciences 2012 (IFPESS-2012) held from October 20 to 22, 2012 at Panjab University, Chandigarh.

Professor Devinder Singh asked, what the Chief Vigilance Officer had recommended in the said case.

It was informed that Chief Vigilance Officer had placed two-three observations regarding providing the utilisation certificate of the grant received from the Punjab Government be provided by the office of the Registrar and same would be got audited from the R.A.O. It is clarified that grant was not deposited to the account of the Registrar so the office of the Registrar cannot give the utilisation certificate. They claimed that the utilisation certificate has already been provided to the Government of Punjab but the Punjab Government is not satisfied with the utilisation certificate.

Professor Devinder Singh said that till the time complaint is continuing, the satisfaction issue would not be resolved as they want that certificate of utilisation from the office of the Registrar. Presently, as per the Rules of the Panjab University, when the grant is received from the Government agency, the Government agency gives them an option and asks for an account. The account to be provided depends on the P.I. as the P.I. is aware of the purpose for which the grant is sought. Therefore, keeping in view the enquiry being conducted in the Department of Physical Education, they provide the account of the Registrar so that same could be audited from the R.A.O. of the University. But before 2012, no such procedure was set, no enquiry was conducted, in that case, the amount of grant used to be deposited in the account of the Chairperson of the concerned department and thereafter got the account audited

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from the Chartered Accountant and sent the utilisation certificate for the same. This practice was being followed in the University. Now the same has come in the knowledge of all the Professors that for taking a grant, an enquiry could be held as being held in the Department of Physical Education. The utilisation certificate pertaining to the grant has already been sent by the Department of Physical Education after getting it audited from the Chartered Accountant. Being associated with this Committee, he said that Mr. Manoj Kumar Karwasra was invited for the enquiry, the enquiry proceedings were videographed and at that time, he was asked to provide affidavit in support of his allegations. But the affidavit was not provided by him. He only gave the affidavit indicating therein that in this case, corruption was done. They stated that such type of affidavit is not acceptable, the affidavit should be specific. No specific affidavit in support of his allegations was provided by him. If an enquiry is to be conducted, then they have to move on the evidences. Mr. Manoj Kumar Karwasra was called in person in presence of the Committee which also included Professor Pam Rajput, but Mr. Manoj was not able to provide any such affidavit. If the recommendations of the Chief Vigilance Officer are not specific, then in the presence of the Director Higher Education, Punjab, a Committee of 2-3 members could be constituted to make specific recommendations on the issue. If there is any complaint, it should be logically closed or logical enquiry be conducted. Ultimately the case was sent to C.V.O., but the C.V.O. could not make concrete recommendations. Therefore, a Committee of 2-3 members should be constituted and make recommendations so that the Punjab Government could be satisfied on the basis of the documents. All the pros and cons on the expenditure incurred out of the grant should be placed in black and white.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab said that what the Government is demanding, the same may be provided by the University after consulting internally and reply be sent to the Government. After going through the report, he observed that at Page 34, point 4 it has been written that "no record is found with C.A. Paras Gupta". Referring to next page the first and second line of the verification reads that "from the verification of duplicate bills", if the original bills were available then there should be more clarity. As per the report, Dr. Gurmeet Singh stated that an amount of Rs.4 Lacs had been spent on the tentage. He was enquired to explain about the liability for incurring an excess expenditure of Rs.2 Lacs. It has been observed that the enquiry report itself is pointing out towards the contradictions and financial irregularities. The University should take its decision internally and send the reply to the Government whether the amount of grant has been spent rightly or not.

Professor Devinder Singh said, while endorsing the viewpoints expressed by Shri Rajiv Kumar Gupta, Director Higher Education, Punjab, that a Committee of Syndics may be constituted.

The Vice-Chancellor said that this case is lingering on from a very long period. When such type of old issues related to corruption which took place in the year 2012 and 2015 are placed before the House then it would give the impression that corruption is taking place in the current time.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab stated that the complainant had been regularly writing the letters to the Chief Minister, Punjab, about the issue that for many years, the University is not sending replies to his complaint. It is assumed that University is involved in such type of corruption cases whereas the University has no interest/involvement in the said case. Therefore, the said issue should be expedited at the earliest and reply may be sent to the Punjab Government so that the case could be got examined by the Vigilance.

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Dr. Mukesh Arora said that in such a situation the University has to face the allegation that University is safe guarding the delinquents.

The Vice-Chancellor stated that their highly placed officers such C.V.O. had made a contradictory report.

Professor Sukhbir Kaur said that an enquiry officer from outside the University should be deputed as suggested by the members of the Syndicate earlier.

The Vice-Chancellor said that it is tarnishing the reputation of the University.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab, stated that a number of letters had been sent from the office of the Principal Secretary to the Panjab University. He suggested that the University should respond to these communications.

It was informed that the letter in this regard had already been sent to the Principal Secretary.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab said that the reply sent by the University should be conclusive. When no conclusive reply is received by the Punjab Government, it would be recorded in the file that no reply is received from Panjab University. The clear-cut recommendation in 'yes or no' should be sent.

Dr. Neeru Malik said that as already intimated by Professor Devinder Singh, during the enquiry proceedings, the affidavit is sought from the complainant. The first point of consideration of complaint is to consider the affidavit whereas in the present case, no affidavit is received. If the complainant had all the facts and figures with him, then the affidavit is to be provided. If the affidavit is not provided, in that case, it would be considered as vague complaint. The complainant should parallelly be instructed to provide the affidavit on the requisite *pro forma*.

The Vice-Chancellor said that such an Enquiry Committee be constituted, who can recommend comprehensively and conclusively and, thereafter, the reply may be sent within 15 days to the Punjab Government.

Several members pointed out that affidavits are very much necessary to be supplied by the complainant.

Professor Devinder Singh suggested that if it seems appropriate to Director Higher Education, Punjab the enquiry may be conducted by some Judicial Officer.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab said that University can mark the enquiry to the panel of the University Enquiry Officers.

Shri Amandeep Singh Bhatti, Director Higher Education, U.T., suggested that a Committee may be constituted, with full faith, by giving specific terms of references. The Committee so constituted would give its findings and make specific recommendations by avoiding the liking of anybody. Thereafter, the report of the Committee along with the reply may be sent to the Government of Punjab.

The Vice-Chancellor said that now the issue is that who would be deputed?

Shri Amandeep Singh Bhatti, Director Higher Education, U.T., said that the University would have the panel of amicable Enquiry Officers, who could be deputed.

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To this, Professor Devinder Singh replied that the panel of retired Judicial Officers are available with the University. He further said that the Judicial Officer out of the panel may be deputed to conduct the enquiry proceedings.

RESOLVED: That the report dated 16.01.2020 of Chief Vigilance Officer, Panjab University, Chandigarh, with regard to the complaint received from Mr. Manoj Kumar Karwasra and Mr. Gurdial Singh Saini against the Organizing Secretary and others relating to the conduct of the International Forum of Physical Education and Sports Sciences 2012 (IFPESS-2012) held from October 20 to 22, 2012 at Panjab University, Chandigarh, be **not** accepted.

RESOLVED FURTHER: That an Enquiry Committee, be constituted under the Chairmanship of a Judicial Officer (from the panel of the University), to examine the whole issue and make comprehensive and conclusive recommendations for consideration by the Syndicate.

- 18.** Considered if, bye-election, for one seat of Senate, from the Constituency of Professors, Associate Professors and Assistant Professors of affiliated Arts Colleges, fallen vacant on account of disqualification of Shri Tarun Ghai, be conducted for the remaining term of the Senate, ending 31.10.2024.

Initiating discussion, Professor Devinder Singh said that firstly this item should be approved and in continuation of this, he said that the election for the Deans should be conducted at the earliest and thirdly to fill the vacant positions of the Faculty for which the previous elections were not approved, the elections to these remaining six Faculties should also be conducted by taking the legal opinion from the legal expert. The six seats of the Faculty are vacant, if there is no legal binding on it, then the election for the remaining six seats could be conducted.

Dr. Mukesh Arora said, as expressed by Professor Devinder Singh, that the election on the remaining six seats should also be conducted. With regard to election of Deans whose term is up to 31st January, he said that it has no relevance to conduct the elections for one month as in the month of December, the new added members would be elected.

Professor Devinder Singh said that elections are to be conducted by the Returning Officer.

The Vice-Chancellor said that the elections may be conducted, so that the academic work might not get affected.

Professor Devinder Singh said that he had rightly used the terminology, as per P.U. Calendar, that the Registrar is the Returning Officer, who shall conduct the Election. The Syndicate cannot direct the Returning Officer, rather the Registrar-cum-Returning Officer shall have to follow the provisions of the Calendar for conducting the Elections. The intervention of the court is involved in it; therefore, the Elections should be conducted while taking into account the legal opinion.

Dr. Neeru Malik said that the visit of the NAAC team would be expected by 31st of December, 2022, therefore, the same should be kept in mind before finalising the schedule for election of Deans.

RESOLVED: That it be recommended to the Hon'ble Chancellor that the University be allowed to conduct bye-election for one seat of Senate (from the Constituency of Professors, Associate Professors and Assistant Professors of affiliated Arts Colleges) for the term ending 31.10.2024.

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- 19.** Considered if, Gazette notification dated 30.03.2022 of the Chandigarh, Ministry of Home Affairs notification dated 29.03.2022 and notification No.28/17/94-IH(7)-2022/5169 dated 30.03.2022 of Department of Personnel, Chandigarh Administration regarding employees condition of Service Rule 2022, be adopted.

Initiating discussion, Shri Rajiv Kumar Gupta, Director Higher Education, Punjab said that this item should be deferred as it is placed in the Supplementary Agenda, which is not acceptable as the detailed response from the State Government cannot be discussed/considered as this is very sensitive matter and the views of the Punjab Government is required to be recorded on this.

Dr. Neeru Malik said that her humble submission in this matter is that as the letters/notifications have been received from the Chandigarh Administration, and the teachers of Chandigarh are very restless in getting it implemented.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab said that this item may not be considered in the Supplementary Agenda, it should be placed in the main Agenda as it is very sensitive matter. As such a resolution has been passed in the Assembly for not changing any character of Panjab University. This has been brought to the notice of the Hon'ble Chief Minister, Punjab and they have to take into consideration the views of the Government on this. As such, this should not be passed/approved in a haste manner.

Dr. Neeru Malik said that, it is not being passed hastily, if the same is placed in the next meeting of the Syndicate under the main Agenda, but it is applicable to the affiliated Colleges situated in Chandigarh and Chandigarh Administration had issued the NOC/conditional permission to continue for the teachers and Principals who are retiring after 1st April, 2022.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab said that this notice had been issued in the month of March and there is no emergency in it to approve the same in just one day. They would reply back to the University with all the facts and figures and now, the same may be deferred.

Shri Amandeep Singh Bhatti, Director Higher Education, U.T., said that this notification was issued in the month of April, 2022 and was circulated to all Universities as well as the affiliated Colleges also. It is on the University to take decision accordingly.

Dr. Neeru Malik said that it should be decided as to what is to be done in the case of teachers and Principals retiring after 1st April, 2022 if the notification is going to be amended afterwards. Will these retired teachers and Principals be called again to resume their duties.

Shri Amandeep Singh Bhatti, Director Higher Education, U.T., said that with regard to the age of superannuation, he observed that it was the area of great concern for those who had retired/attained the age of 60 years after 01.04.2022 particularly the teaching faculty of privately managed Government aided Colleges, the decision is under the active consideration of the Government. This matter had already been referred to a Committee which has been constituted under the Home Secretary, so they are waiting for the outcome of that Committee. As far as the age of superannuation of the teaching staff of privately managed Government aided Colleges are concerned, the case has been referred to the Committee. Only on getting the findings of that Committee, they would be able to take decision in the matter.

Dr. Neeru Malik asked what about the Government Colleges?

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Shri Amandeep Singh Bhatti, Director Higher Education, U.T., said that Government Colleges would follow the notification in *toto*.

Dr. Neeru Malik said that there is one more issue is that Chandigarh Administration had issued the gazette notification in which it is clearly mentioned that it is applicable to the institutions/Colleges situated in Chandigarh.

Shri Amandeep Singh Bhatti, Director Higher Education, U.T., said that as already explained by him, there is difference between these two types of institutions, that to the teaching faculty in the Government Colleges, this notification has been made applicable *in toto and ipso facto*, no new notifications are required. As far as for the visiting faculty, because earlier they were governed by the P.U. Calendar where the age of superannuation was 60 years, so there was lot of discussion on that. In fact, one of the members also came in the meeting which was held under the chairpersonship of Advisor. Now, after due discussion, it is observed that this matter needs further discussion and consideration at the highest level, therefore, the matter has been referred to the Committee. So, they have to wait the final decision of the Committee.

Dr. Neeru Malik said that after going through the letter pertaining to M.H.A. notification which was issued in the year 1978 as at that time the service conditions for the University which was situated in Chandigarh were not existed and these rules existed in Punjab. At that time, the Punjab Act 22 came into force in year 1974.

Shri Amandeep Singh Bhatti, Director Higher Education, U.T., interrupted and intimated that at this stage, all those documents were handed over to them by the President, PUTA of the Panjab University and all these documents they have become the part of the Committee which would be deliberated on this. So, every document between the year 1978 and 1979 was just a letter to grant financial aid given to the Panjab University by the Government of Punjab where it was very clearly and categorically mentioned that this financial aid was applicable to the teachers who are less than 60 years from which it was derived that the age of superannuation has to be 60 years and it was added in the P.U. Calendar. All these matters were deliberated upon by the Committee, so they have to wait till the Committee give its final outcome.

After listening, the statement made by Sh. Amandeep Singh Bhatti, Director Higher Education, U.T., several members requested that this information is related to University whereas they all are requesting for the Colleges.

Professor Savita Gupta stated that this letter was received long back and as per the discussion, they are supposed to give the answer of this letter to the Chandigarh Administration so the House should take decision as far as the University is concerned not only the privately managed institutions, Government aided and other Colleges. It is the question of University employees as to what rule should be applicable to the University. As per her knowledge, the reply of this letter is still pending. So, it is very important to know as to what decision they should take in this regard.

Shri Amandeep Singh Bhatti, Director Higher Education, U.T., said that just further to crystallise the things, this notification was meant for three type of institutions, one for all the Colleges which are affiliated with Panjab University and these are divided in two parts (i) Government Colleges where now this notification is applicable, no Government teaching faculty who has been retired even if he/she has attained the age of 60 years after 01.04.2022 which meant that this notification has been made applicable. (ii) Privately managed Colleges, where that matter is referred to the Committee and (iii) is their own University for which they have to take that notification into cognizance.

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Dr. Jagtar Singh said that from this statement it is implied that the employees or the teachers are neither the part of the Punjab Government, U.T., Government nor part of the University.

Dr. Neeru Malik said that there are certain Colleges in Chandigarh where it is not that these teachers have not been retired. By virtue of the decision of the Chandigarh Administration, a letter had been issued that till the framing of notification, these teachers had been permitted to continue their job for either the Principal/teacher of Government or Government aided College.

Shri Amandeep Singh Bhatti, Director Higher Education, U.T. further clarified that it is only in those cases where the teachers have already been retired prior to 01.04.2022 (their age of superannuation was prior to 01.04.2022).

Dr. Neeru Malik stated that no, it was after 01.04.2022 onwards.

Professor Savita Gupta said that it is clear now that for these two categories, some decision had been taken whereas for third category which the University teachers, no decision has been taken. That is why, some decision is required to be taken.

Dr. Mukesh Arora said that as per the statement made by Director Higher Education, U.T. that after 60 years in Government Colleges, no one has been retired whereas in privately managed Colleges, the teachers are being retired after 60 years.

Dr. Neeru Malik said that rather the teachers in privately managed Colleges have been permitted by their Management for not retiring after the age of 60 years keeping in view the notification of the Chandigarh Administration but they were not paid their salaries.

The Vice-Chancellor said that after studying the same, it has been observed that the Regulations contained in the P.U. Calendar are required to be amended while taking into cognizance of the notification of the Chandigarh Administration.

Dr. Mukesh Arora replied that P.U. Calendar is not being followed by Government Colleges.

Dr. Neeru Malik said that whether the Colleges or the University, which are situated in Chandigarh, which had been clearly mentioned in the notification at point (b) of the letter of the Chandigarh Gazette notification that “ a higher education institution, University or institution which is governed by U.G.C. Regulations are part of the Chandigarh Administration.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab said if this notification, which was issued in March, 2022, is to be followed then why they were waiting for the notification of the Punjab Government for granting U.G.C. scales. Then it should be decided on the basis of the notification of the Chandigarh Administration. He further said that point (b) of the letter says that this notification is also applicable to Group ‘C’ and Group ‘D’ employees and Administrator may fix age or service condition. The non-teaching employees are also governed under the Punjab Government so, item should be deferred and the view of the Government of the Punjab be taken because the Punjab Government provide grant to this University and this would have very serious repercussions on that. Despite this, University is interested to take decision in that, in that case, formally a dissent letter will be sent by the Punjab Government. This is a very serious question, hence, this should be deferred.

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At this stage, Shri Rajiv Kumar Gupta, Director Higher Education, Punjab walked out of the House.

Some members said that they are talking about the Colleges.

Professor Devinder Singh said that he is also talking about the Colleges, he is trying to understand all the things legally but practically, it is not good if any Government Nominee will not come or walk out the meeting in resentment, then how will their House function?

The Vice-Chancellor said, no, the House would not function in that way.

Professor Devinder Singh said that he is stating this keeping in view, that when a responsible Officer made the statement that they are very much concerned about the notification of the Chandigarh Administration. This is not the situation that the Chandigarh Administration did not want to respond the 25 Colleges and 2000 employees of Chandigarh. This is also a matter of serious concern for them. The practical aspect for Panjab University is that when the officers are responding that a Committee had been constituted, the input which the P.U. is desirous to give, that should be given to that Committee but taking decision in contradiction to that, is not good for the health of the University. The second issue which is pertaining to the employees of the Panjab University is that what he would like to say is that they are late for taking decision for the University. When the Chandigarh Administration had faced the contradiction, they had constituted the Committee. If the University is in doubt or not aware of whether it is in its favour or against, no decision has been taken by the University. It is right, as stated by the Vice-Chancellor, that the age of 60 years had been written in the P.U. Calendar for the University, the same age of 60 years had also been written in P.U. Calendar for Colleges also. The latest notifications would be adopted and amended in the P.U. Calendar. The difficulty which the University is facing, should be redressed at their own level from the grant received from the Government of India and for others, the matter should be taken up with the Government of India so that these things should be crystallised so that they should not involve any contradictory situation.

Professor Hemant Batra said that the grant which is being received from the Government of India, which is very clear, is for teachers only.

Dr. Mukesh Arora said that this item should come in the next meeting.

The Vice-Chancellor while concluding said that a Committee will be constituted to take decision pertaining to University. So far as the matter pertaining to Colleges are concerned, the same may be deferred on the basis of the statement made by Director Higher Education, Punjab. He said that he fully agreed with the statement made by Director, Higher Education, U.T., that Chandigarh Administration had accorded approval to the teachers of Government Colleges for that and for the Colleges affiliated to the Panjab University, a Committee will be constituted to frame the mechanism and complete the formalities related to it. Thereafter, the decision would be taken in the matter. While addressing to Director Higher Education, U.T. and Punjab, he said that both the officers are very honourable and important persons for the University. He appreciated the contribution and the role played by the Director Higher Education (Punjab) in such a complicated situation, which should be placed on record. The Director Higher Education (Punjab) used to spare his valuable time and make himself presence in all the meetings of the University.

Professor Devinder Singh said that the issues related to Punjab Government and U.T. Administration had been made clear. He wished to know as to what decision

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would be taken for the University whether the University is adopting the notification or the Vice-Chancellor is being authorised to constitute the Committee.

The Vice-Chancellor stated that Committee would be constituted for the same to frame a proper mechanism.

Professor Savita Gupta said that this should be done in a time bound manner as this notification had been issued in the month of March, 2022.

Shri Amandeep Singh Bhatti, Director Higher Education, U.T. said that this is a very sensitive matter, if it is done in haste, it would invite lot of litigations. The stakeholders have already started moving in the Court, therefore, the decision should be taken either way.

RESOLVED: That –

1. a Committee, be constituted by the Vice Chancellor, to study/examine the notification of Ministry of Home Affairs notification dated 29.03.2022 and notification No.28/17/94-IH(7)-2022/5169 dated 30.03.2022 of Department of Personnel, Chandigarh Administration regarding employees condition of Service Rules 2022, and devise mechanism to implement the above notification(s) by the University;
2. so far as the implementation of notification of Department of Personnel, Chandigarh Administration regarding employees condition of Service Rules, 2022 for Principals/teachers of Government Aided Colleges situated in Chandigarh is concerned, the matter be deferred, until the decision by the Committee constituted by the Chandigarh Administration under the Home Secretary, is received.

Dr. Jayanti Dutta abstained, when the following item 20 was taken up for consideration.

- 20.** Considered the request dated 19.10.2022 (**Appendix-XIII**) of Dr. Jayanti Dutta, Faculty, HRDC, Panjab University, with regard to the case of payment of difference in her salary pending for the last 7 years.

NOTE: An office note is enclosed (**Appendix-XIII**).

Initiating discussion, Professor Sukhbir Kaur said that Dr. Jayanti Dutta was given the pay-scale of Rs.37400-67000 + GP Rs.9000/- from the date of completion of three years of service as Deputy Director. The pay scale had been allowed to her but the arrear due to her was not paid. The case was placed in several meetings of the Committees, Syndicate and Senate and it was decided in all the meetings that after receiving the arrears from the U.G.C., the payment of arrears due to her, would be made. In spite of sending several letters to the U.G.C., the payment from U.G.C. had not been received. She requested that the arrears due from the year 2006 to 2015 should be paid to her and the decision to this effect should be taken in anticipation of the approval of the Syndicate. She requested that funds should be released for payment of arrear on account of revision of pay scales so that payment may be made. Whenever the payment would be released from the U.G.C., the University could take the refund from the U.G.C.

Professor Devinder Singh said that it can also be got clarified from the Finance and Development Officer that U.G.C. always releases the payment only after the

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payment made by the University to the incumbent. The University can release the payment to Dr. Jayanti Dutta and thereafter, the same could be claimed from the U.G.C. The payment is overdue to Dr. Jayanti Dutta and from the year 2014-15, and the issue is lingering on. If the Registrar will go through the reply of the U.G.C., he will be aware that U.G.C. had written that the payment may be released at the level of the University and thereafter, the payment could be claimed from the U.G.C. No objection had been raised by U.G.C. on this. The delay in release of payment of due arrears to an individual is actually victimization. When the U.G.C. had ordered that payment may be released, then for an Institute it is not difficult to release an amount of Rs.25 lacs to Rs.30 lacs, whereas the non-payment of this amount to an individual would matter a lot.

The Vice-Chancellor stated that after going through the note, the Finance Department had made some observations for which he requested the Director Higher Education (Punjab) and Director Higher Education, (U.T.) to facilitate as what is to be done in the matter. He referred the communication related to meeting of Board of Finance at Page 7 (ii) for the year 2012.

To this, Professor Devinder Singh stated that after the year 2012, several communications with the U.G.C. after 2017 and 2018 were also on available on record.

Dr. Neeru Malik said that on their joining and promotions under CAS, the role of this Department and the contribution of Dr. Jayanti Dutta had been very much attributed. In this case, she has really been victimized.

Professor Yojna Rawat said that when the U.G.C. had written that the payment of arrears would be released after the payment to the individual by the University, then it should be allowed. Even now, the Board of Finance had already accorded its approval for the same, then it is requested that same should also be allowed by the Syndicate.

Dr. Neeru Malik said that as per procedure and rules, the same should be allowed.

Referring to Page 7, the Vice-Chancellor said that they should go through the same and try to resolve how this clause should be negated.

To this, Professor Prashant Gautam, referring to Page 10 under item 12 (Note-1), said that the Board of Finance dated 6th April, 2014 vide item 16, resolved to recommend that Dr. Jayanti Dutta may allowed the pay-band of Rs. 37400/- with G.P. of Rs.9000/- from the date of completion of three years of service as Deputy Director. Therefore, as per his view point the date of payment of arrear would be with effect from April, 2014 as in such cases, after the release of payment to the individual, the U.G.C. makes payment to the University.

Professor Yojna Rawat said that arrear would be released from the date when she was eligible.

Professor Sukhbir Kaur said that there is no issue in allowing this case as this has already been approved by the U.G.C. and the Syndicate.

Professor Devinder Singh said that Dr. Jayanti Dutta had been victimized by the University on so many matters in the past. Therefore, this should be allowed as it is her right rather than considering the same on sympathy grounds as she deserved it very much.

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Shri Amandeep Singh Bhatti, Director Higher Education, U.T. said that when the majority of the members of this August House are of the view and moreover, it is difficult at this point of time to make whether it is correct or not. When the report of the Committee is in favour, then it should be approved.

The Vice-Chancellor stated that an undertaking should be obtained from her indicating therein that if anything is to be recovered, the same would be deposited by her.

Professor Devinder Singh said that the payment of arrear is overdue, which is her right.

Shri Amandeep Singh Bhatti, Director Higher Education (U.T.), said that the same may be allowed subject to the condition that an undertaking would be obtained from the concerned individual.

RESOLVED: That, payment of arrears, be made to Dr. Jayanti Dutta, which is due to her on account of her fixation in the pay-scale of Rs.37400-67000 + GP Rs.9000/- as Deputy Director. However, an undertaking be taken from her that in case the University Grants Commission do not give permission or release funds for payment of arrear, she would refund the entire amount of arrear.

21. Item 21 on the agenda was read out, viz. -

- 21.** To appoint Senior Professor for Maharaja Ranjit Singh Chair Professorship at the Department of Defence and National Security Studies of the University.

NOTE: The Syndicate in its meeting dated 31.07.2016 (Para 36) has resolved that Lt. Gen. K.J. Singh, PVSM, AVSM, General Officer Commanding in Chief Western Command, Chandimandir, be offered Maharaja Ranjit Singh Chair Professorship at the Department of Defence & National Security Studies initially for a period of three years and he be given an honorarium of Rs.5,000/- per visit/lecture subject to a maximum of Rs.40,000/- p.m. or whichever amount is payable to a Visiting Professor from within a country.

The Vice-Chancellor requested the members to go through the item carefully as the Hon'ble Chancellor was very particular about the Chairs in the Panjab University. A comprehensive policy should be framed for elevation of all the Chairs in the Panjab University. Moreover, finances are also involved in many of the Chairs. Since the University did not have sufficient funds, measures should be suggested as to how these Chairs could be elevated with whatever resources the University has. A decision to this effect is needed to be taken as to how these Chairs could be elevated. However, he pointed out that there is no proper mandate for establishing certain Chairs and the approval for establishment of Chair has been accorded. On the basis of all these things, a proper mechanism should be evolved. So far as Maharaja Ranjit Singh Chair is concerned, the item had already been deferred.

Initiating discussion, Professor Devinder Singh said that out of total 18 Chairs in the University, financial grant is being received only for two or three Chairs. These Chairs were established when the University was a public funded institution and the grants were received from the Government. These Chairs were established just to create the post of Professor as Chairperson of the Chair as the current promotion policy did not exist before 1996. The Professor of the Chair used to be posted as

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Chairperson. In the era of change, it is also in the knowledge of all the members that now the senior-most Professor is considered for the creation of Chair, whereas the liability of Rs.5 Lacs per month for one Professor for the creation of Chair, is to be borne by the Government of Punjab. This amount of grant could not be expected from the Government. For running these Chairs, they should move to the model of public-private partnership. In the Department of Laws, they are trying for a very long period for the creation of Chair in the name of Smt. Sushma Swaraj. They should approach the family to donate Rs.5 Lacs to Rs.10 Lacs, whose name the Chair is to be established. Their classmates and alumni should be contacted to donate Rs.1 Lac or Rs.2 lacs so that for the establishment of the Chairs by moving towards the direction of public-partnership programme. In the current circumstances, it is not possible to create a Chair out of the budget of the University. Lt. Gen. K.J. Singh, PVSM, AVSM, General Officer Commanding in Chief Western Command, had been appointed on this Chair on fixed honorarium. Moreover, reports of the all Committees are in favour of Lt. Gen. K.J. Singh that he should be offered Maharaja Ranjit Singh Chair Professorship at the Department of Defence & National Security Studies initially for a period of three years and an honorarium of Rs.5,000/- per visit/lecture subject to a maximum of Rs.40,000/- p.m. or whichever amount is payable to a Visiting Professor from within a country, be given.

The Vice-Chancellor said that numbers of applications are being received, and he has doubt that another issue will be raised on it.

Professor Devinder Singh said that Lt. Gen. K.J. Singh may be offered the Maharaja Ranjit Singh Chair, initially for a period of six months and during that period, other applications may be considered on merit.

The Vice-Chancellor said that item related to appointment of Maj. Gen. K.J. Singh had been deferred.

Professor Devinder Singh said that from the date of his relieving after serving for one or two years, in fact, he was relieved on his request, as he was appointed as R.T.I. Commissioner by the Haryana Government. Therefore, he should be retained for a period of six months on the earlier terms and condition and in the meantime, the applications of other persons should be considered on the basis of merit. Keeping in view, the background and to maintain the continuity that he should be retained for a period of six months. For rest of the Chairs of the University, a Committee may be constituted to frame a policy on public-private model for the creation of Chairs.

The Vice-Chancellor said that he would constitute a Committee for the establishment and functioning of these Chairs in the University.

Professor Devinder Singh said that this Committee may be constituted under the guidance of Director, Research & Development so that valuable contribution could be attributed to it.

Dr. Mukesh Arora said that he assumed that whenever any Chair is established or created, the grant from the Punjab Government or any other agency is received. But he has now come to know that grants are not received.

The Vice-Chancellor stated that no grant has been received for these Chairs from any agency or Government. There is neither any mandate nor the set procedure for the creation and functioning of such type of Chairs. However, in the case of one Chair, the procedure is so tough, and it has been said that the person would be allowed to travel by air (business class). The person, who would accompany the Chair Professor, would also be allowed business class travel. In Banaras Hindu University, the Chair is established only if a sum of Rs.5 crore is given to the University. Similar

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procedure should be followed in this University. Without grant no application for creation of Chair should be entertained.

Dr. Mukesh Arora said that it is wrong that they do not issue grants for the establishment of Chairs. The grants should be allowed for a period of 5 or 10 years.

Dr. Neeru Malik said that financially the University is in the situation of deficit. If they think to enhance the fees of the students then University have to face the agitation from the students.

Professor Devinder Singh said that some funds should also be acquired from the Government of Punjab under the public-private partnership programme. The Punjab Government should be written to that if a person is to be appointed on the Chair for Maharaja Ranjit Singh, grant should be sanctioned to the University.

Shri Rajiv Kumar Gupta, Director Higher Education, Punjab, said that in the Punjab Government the grants along with the staff to be deputed are sanctioned at the time of creation/establishment of Chair.

The Vice-Chancellor said that in the world, no University has such type of Chairs. In the University Business School, several persons from Business class joined and after delivering one or two lectures had moved with huge amount in their pockets. While summarising, he said that a Committee would be constituted under the chairpersonship of Director, Research & Development. Secondly, for Maharaja Ranjit Singh Chair, a mechanism should be evolved to proceed further in the matter.

Shri Amandeep Singh Bhatti, Director Higher Education, U.T., said that the Committee to be constituted should also look into the utility part of the Chairs.

RESOLVED: That a Committee under the chairpersonship of Director, Research & Development, be constituted to examine the issue of Chairs in its entirety, including utility, and make recommendations for consideration by the Syndicate.

22.

Information contained in Items R-1 to R-12 was read out, viz. -

R-1. The Vice-Chancellor, in anticipation of approval of the Syndicate/Senate, has appointed Ms. Renu Sharma as Part-Time Assistant Professor at PURC, Ludhiana (UIL) (along with waiting list candidate, however, waiting list be operative after the main list is exhausted), on an honorarium of Rs.22800/- p.m. (fixed) (for teaching 12 hours per week) w.e.f. she start work for Academic session 2022-23.

R-2. The Vice-Chancellor, subject to and in anticipation of approval of the Syndicate, has approved the appointment of Dr. Rashmi as Medical Officer, Full time (on contract) at Bhai Ghanaiya Ji Institute of Health, Panjab University, Chandigarh against the vacant post of CMO on consolidated salary of Rs.62738/- p.m., duty hours will be as per OPD/emergency schedule of BGJIH, initially for a period of 89 days (w.e.f. the date she join her duty) & further extendable as per requirements of the institute by giving one day break after 89 days on satisfactory performance and good conduct as per previous practices, with the following stipulation:-

“that the above appointment is being made purely on contract basis & for the period as mentioned above. It is made clear that she will have no claim whatsoever for regular appointment after expiry of term of contractual appointment

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& her appointment shall be terminated without any notice. The appointment shall come to an end automatically on completion of term of part time appointment as stated above”.

R-3. The Vice-Chancellor, in anticipation of the approval of the Syndicate, has approved the minutes of the Admission Facilitation Committee dated 13.09.2022 (**Appendix-XIV**) with regard to deliberate upon various admissions related issues.

R-4. The Vice-Chancellor, on the recommendations of the Committee dated 25.08.2022 (**Appendix-XV**) and in anticipation of approval of the Syndicate, has approved the number of seats with specialization and eligibility conditions for Ph.D. in Applied Management and Sectoral Domains at UIAMS, for the session 2022-23.

R-5. The Vice-Chancellor, in anticipation of the approval of the Syndicate, has allowed the students of B.Sc./M.Sc. (HS) to appear in the exams of odd and even semester, as a special chance, to clear their backlogs.

R-6. The Vice-Chancellor, in anticipation of approval of the Syndicate, has accepted the resignation of Dr. Imrose K. Tiwana, Assistant Professor (Part-Time), Department of Laws w.e.f. 05.09.2022, with the condition that she will have to deposit an amount in lieu of notice of one month, as she has not given one month notice, under Rule 2.5 at page 59 of P.U. Calendar, Volume-III, 2016.

NOTE: 1. Rule 2.5 at page 59 of P.U. Calendar, Volume-III, 2016 which reads as under:

“A part-time lecturer wishing to resign shall give at least on month’s notice or in default pay an amount equivalent to one month’s honorarium to the University”.

2. A copy of request dated 05.09.2022 of Dr. Imrose K. Tiwana was enclosed (**Appendix-XVI**).

3. An office note was enclosed (**Appendix-XVI**).

R-7. The Vice-Chancellor, in anticipation of approval of the Syndicate and Senate, has accepted the resignation of Dr. Alamdeep Kaur, Assistant Professor (Part-Time), UIIS w.e.f. 03.10.2022 (A.N.), under Rule 2.5 at page 59 of P.U. Calendar, Volume-III, 2019.

NOTE: 1. Rule 2.5 at page 59 of P.U. Cal. Volume-III, 2016 which reads as under:

“A part-time lecturer wishing to resign shall give at least on month’s notice or in default pay an amount equivalent to one month’s honorarium to the University”.

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2. A copy of application dated 03.10.2022 of Dr. Alamdeep Kaur was enclosed **(Appendix-XVII)**.

3. An office note was enclosed **(Appendix-XVII)**.

R-8. The Vice-Chancellor, in anticipation of approval of the Syndicate/Senate, has approved to change the nomenclature of “Foundation of Higher Education and Research Fund” to “Fund for Promotion of Research, Innovation and Startups” with a corpus amount of Rs.25 crore, which constitutes 2.5% (approx) of the budget estimates of Panjab University for the year 2022-2023 and objective namely “Promotion of Research, Innovation and Startups” has been added in the approved list of objectives for utilization of this fund.

R-9. In terms of section 4(2) of The Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013, the Vice-Chancellor, in anticipation of the approval of the Syndicate & Senate, has constituted the Internal Complaints Committee consisting of following members, initially for one year term w.e.f. 01.10.2022 to 30.09.2023:-

1. Professor Promila Pathak, **Chairperson**
Department of Botany, P.U., Chandigarh
2. Dr. Priyatosh, Fellow, Department of History
3. Dr. Naresh Kumar, University Institute of Engineering & Technology, P.U., Chandigarh
4. Dr. Monica Munjial, Centre for Social Work, P.U. Chandigarh
5. Ms. Kiran Bala, Deputy Registrar (Secrecy), P.U., Chandigarh
6. Shri Inder Mohan, Special Officer, V.C. Office, P.U., Chandigarh
7. Ms. Minakshi Thakur, H.No. 733/1, Sector 41A, Chandigarh
8. Ms. Savita Saxena, Advocate, H.No. 301, GH-64, Sector-20, Panchkula
9. Dr. Babita Pathania, ... **Convener**
Associate Professor, Department of Laws

NOTE: 1. As per Policy Against Sexual Harassment (Rules & Procedures) of Panjab University, the Committee shall be constituted by 31st July every year. Its term shall be for two years.

2. An office note was enclosed **(Appendix-XVIII)**.

R-10. The Vice-Chancellor, in anticipation of the approval of the Syndicate, has sanctioned the following terminal benefits to Mrs. Ritu Gandhi, Wd/o Late Shri Suresh Kumar, Assistant Professor in ECE, PUSSGRC, Hoshiarpur (who expired on 13.07.2022):-

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- (i) Gratuity (in the event of death while in service) as admissible under Regulation 3.6 and 4.4 at pages 183 & 186 of P.U. Calendar, Volume-I, 2007.
- (ii) Ex-Gratia Grant under Rule 1.1 at page 141 of P.U. Calendar, Volume-III, 2016.
- (iii) Encashment of Earned Leave as may be due but not exceeding 300 days as admissible as per Syndicate Para 1 dated 01.09.2022.

R-11. The Vice-Chancellor, in anticipation of the approval of the Syndicate, has:

- (i) granted temporary affiliation/extension of affiliation to the following Colleges for the certain courses as mentioned against each for the session 2021-2022:

| Sr. No. | Name of the College | Name of the Courses/ subjects |
|---------|---|---|
| 1. | S.G.G.S. Khalsa College, Mahilpur, Distt. Hoshiarpur (Pb.) | (i) B.Voc.-3 rd year (Horticulture Sciences) (ii) B.Voc. 1 st & 2 nd year (Printing & Technology) (iii) B.Voc.-Banking Insurance and Retailing. Further the college is advised to submit the selection committee proceedings, appointment letters and joining reports of the teachers appointed by the college, failing which the affiliation for the session 2022-23 will not be granted. |
| 2. | Lala Hans Raj Memorial College of Education, Talwandi Bhangarian, Distt. Moga (Pb.) | The Vice-Chancellor on the recommendation of the affiliation committee in its meeting held on 14.09.2022 has approved that the college is not allowed to make admission in B.Ed. 1 st year course for the session 2022-23, till satisfactory compliance of the conditions as mentioned by the Inspection Committee in their report dated 26.02.2022. |

- (ii) granted temporary affiliation/extension of affiliation to the following Colleges for the certain courses/subjects as mentioned against each for the session 2022-2023:

| Sr. No. | Name of the College | Name of the Courses/ subjects |
|---------|---|---|
| 1. | Govt. Medical College & Hospital, Sector-32 B, Chandigarh | M.Sc. Mental Health (Psychiatric) Nursing (04 seats) |
| 2. | J.D. College of Education, Bathinda Road, Sri Muktsar Sahib (Pb.) | B.Ed. course (two units-100 seats), subject to appointment of two Assistant Professors on regular basis i.e. one Assistant Professor in Perspective in Education and one Assistant Professor in Social Studies. |
| 3. | Chandigarh College of Engineering & Technology, | (i) B.E. (Computer Science & Engineering-60 seats) (ii) B.E. (Electronics & Communication |

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| Sr. No. | Name of the College | Name of the Courses/ subjects |
|----------------|---|--|
| | Sector-26, Chandigarh | Engineering)-60 seats (iii) B.E. (Civil Engineering)-60 seats (iv) B.E. (Mechanical Engineering)-60 seats |
| 4. | DAV College of Education, Fazilka (Pb.)-152123 | B.Ed. course (2 units-100 seats) |
| 5. | Maharishi Dayanand College of Education, Abohar-152116 (Pb.) | B.Ed. course (2 units-100 seats) |
| 6. | Shri Guru Ram Das College of Education V.P.O.-Halwara, Ludhiana-141107 | B.Ed. course (2 units-100 seats), subject to appointment of Principal and Assistant Professors in Education and Commerce one each on regular basis as per inspection committee report within three months from the date of issue of letter, failing which no student registration return will be accepted if the compliance is not submitted by the college as per inspection committee report. |
| 7. | Guriu Nanak college, Killianwali, Distt. Sri Muktsar Sahib (Pb.) | (i) PGDCA-40 seats (ii) M.Com. I & II-one unit each (iii) Add on Course i.e. Computer Based Accounting-40 seats. |
| 8. | Govt. College, Ludhiana (East)-141010 | B.A.-I-Psychology, Public Administration and Sociology. |
| 9. | G H G Khalsa College, Gurusar Sadhar, Ludhiana-141104 | (i) B.A. B.Ed.-I, II,III & IV (4 year integrated course)-50 seats (ii) B.P.Ed.-I & II year (iii) M.P.Ed.-I & II year B.Voc. courses (i) Medical Laboratory Technology I, II & III (ii) Food Processing & Quality Management-I, II & III, subject to appointment of one Associate Professor and three Assistant Professors for B.P.Ed & M.P.Ed. courses and three Assistant Professors for B.A.B.Ed. course on regular basis as per Inspection Committee report. The college is also advised to send the authentic proof of the same. |
| 10. | Guru Gobind Singh College of Education, Vill. Theri, Teh.-Malout, Distt. Sri Muktsar Sahib-152107 | B.Ed. course (two units-100 seats), subject to submission of proceedings of selection committee, appointment letters and joining reports of the appointed Assistant Professors on regular basis. |
| 11. | Baba Mangal Singh Institute of Education, Barnala Road, Bughipura, Distt. Moga (Pb.)-142001 | The Vice-Chancellor on the recommendation of the affiliation committee in its meeting held on 14.09.2022 has approved that the college is advised to apply for the panel for the selection of faculty as per inspection committee report. Further, it is informed that no admission registration return will be accepted if the compliance is not submitted by the college as per inspection committee report. The committee has also decided that no Re-Visit of inspection committee at your college is required. |
| 12. | Dasmesh Khalsa College, Distt. Sri Muktsar sahib (Pb.) | The Vice-Chancellor on the recommendation of the affiliation committee in its meeting held on 14.09.2022 has approved that the college is advised to submit the pending endowment fund. |

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| Sr. No. | Name of the College | Name of the Courses/ subjects |
|---------|---|---|
| | | The panel will be issued after receipt of the endowment fund. It is further informed that the college is not allowed to make admission in B.Com. 1 st for the session 2022-23. |
| 13. | Goswami Ganesh Dutta S.D. College, Sector-32 C, Chandigarh | (i) B.Voc. 2 nd year (Media & Entertainment)-(50 seats) (ii) B.Voc. 2 nd year (Medical Lab Technology) (50 seats) New courses: (i) B.A.-1 st year (Philosophy) (ii) M.A.-1 st year (Sociology) (one unit), subject to submission of the joining report, appointment letters and selection committee proceedings for the appointed faculty as per Inspection Committee report |
| 14. | DAV College, Sector-10, Chandigarh | (i) B.A. B.Ed. 4 year integrated course 1 st , 2 nd , 3 rd & 4 th year (50 seats each) (ii) B.A.-I & II Music Vocal (40 seats each) (iii) B.Voc. in Medical Lab Technology I, II & III year (50 seats each) (iv) B.Voc. in Food Science and Technology I, II & III year (one unit each) (v) Diploma in Cosmetology and Beauty Care (vi) Advanced Diploma in Medical Lab Technology I & II year (vii) P.G. Diploma in Food Processing and Quality Control (50 seats) (viii) P.G. Diploma in Cosmetology and Beauty Care (ix) P.G. Diploma in Hospital Management (one unit). Further, the Principal of the college be advised to submit the following: 1. To comply with all the conditions imposed by the Inspection Committee in its report. 2. To apply panel for the selection of faculty as per inspection committee report within fifteen days from the issue of letter 3. Bills for purchase of books. Regarding discontinuation of B.Sc./B.Ed. course, the college is advised to follow proper procedure of the University. |
| 15. | Rayat College of Law, Railmajra, SBS Nagar (Pb.) | (i) B.Com. LLB (Hons.)-5 year integrated course-60 seats (ii) B.A. LLB (Hons.)-5 year integrated course-120 seats (iii) LLB-3 year course 60 seats, subject to appointment of regular Principal, three Assistant Professors in Law on regular basis as per UGC/PU norms and also appoint two Professors through CAS/Direct appointment as per UGC norms as per Inspection Committee report. The college be also advised to send the authentic proof of the same and detail of PF deduction of the staff for the last one year. |
| 16. | Guru College, Near Aulakh Bus Stand, VPO Karaiwala, The. Giddarbaha, Distt. Sri Muktsar Sahib (Pb.) | B.A. I English-(C&E), Punjabi-(C&E), Sociology, History, Physical Education & Political Science and B.Com.-I (one unit), subject to appointment of Principal, Assistant Professors and non- |

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| Sr. No. | Name of the College | Name of the Courses/ subjects |
|---------|--|--|
| | | teaching staff on regular basis as per inspection committee reports and submit the authentic proof of the same within two months from the date of issue of the letter. |
| 17. | Guru Nanak National College, Doraha, Distt. Ludhiana-141421 | B.A.-I Fashion Designing |
| 18. | SDP College for Women, Daresi Road, Ludhiana-141008 | B.Sc.-Non-Medical-1 st year, subject to appointment of Assistant professors in Physics and Chemistry one each on regular basis and submit the authentic proof of the same within two months. |
| 19. | Gobindgarh Public College, Alour (Ludhiana) | B.A.-I(i) Psychology (ii) Early Childhood Care & Education. |
| 20. | Dasmesh Girls College of education, V.P.O. Badal, Teh. Malout, Distt. Sri Muktsar Sahib (Pb.) | M.Ed. course (one unit-50 seats) |
| 21. | Nankana Sahib College of Education, Kot Gangu Rai, Shri Bhaini Sahib Road, Distt.- Ludhiana-141107 | B.Ed. course (one unit-50 seats) |
| 22. | Govt. College of Yoga Education and Health, Sector-23 A, Chandigarh | M.A. Yoga (1 st year)-20 seats, subject to the condition that additional faculty be appointed on regular basis as per the Inspection Committee report dated 04.10.2022 and the case of creation of posts of teaching and non-teaching faculty on regular basis be made pursued by DHE(UT), Chandigarh at the earliest |
| 23. | Govt. Medical College & Hospital Sector-32 B, Chandigarh | (i) B.Sc. Nursing (60 seats) (ii) M.D. Radiotherapy (04 seats) (iii) DM Neonatology (03 seats) (iv) DM Pulmonary Medicine (02 seats) (v) DM Cardiology (02 seats) |
| 24. | Brahmrishi Yoga Training College, Sector-19, Chandigarh | B.Ed. (Yoga) 1 st 7 2 nd year 920 seats each), subject to appointment of two Assistant Professors on regular basis and submit the authentic proof of the same to the office. |
| 25. | Govt. Medical College & Hospital, Sector-32 B, Chandigarh | M.D. Physiology (02 seats) |

R-12. The Vice-Chancellor, in anticipation of the approval of the Syndicate, has approved the minutes dated 07.10.2022 (**Appendix-XIX**) of the Committee, constituted by the Vice-Chancellor to prepare the roster of Assistant Professor of P.U. Constituent Colleges and to approve/recommend the changes made in already approved roster of Assistant Professors of P.U. Constituent Colleges as per revised guidelines received from Deputy Director, Social Justice Empowerment & Minority of Punjab, Govt. of Punjab Memo No.S-26/10959 dated 27.07.2022.

Referring to Sub-Item R-4, Professor Prashant Gautam said that the UIAMS wanted to start Ph.D. and it is perfectly alright. Similarly, the UIHTM also wanted to start Ph.D. and they had sent the proposal to the General Branch, but he is sorry to point out that the General Branch has referred the matter to the Committee of

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Professors, which existed at UBS. Instead, the matter should have been placed before the Mechanism Committee, which usually considers such matters. In this way, his Institute (UIHTM) is being victimized. He requested the Vice Chancellor to get the matter placed before the Mechanism Committee, which has been constituted under the chairpersonship of Dean of University Instruction.

The Vice Chancellor directed the Deputy Registrar (General) to look into the matter and ensure that the matter is placed before the Mechanism Committee.

Professor Prashant Gautam suggested that the Vice Chancellor should be authorized to approve the recommendations of the Mechanism Committee relating to introduction/starting of Ph.D. at UIHTM.

Professor Sukhbir Kaur and Professor Hemant Batra endorsed the viewpoint expressed by Professor Prashant Gautam.

The Vice Chancellor asked Professor Yojna Rawat, Director, Research and Development, to ensure that the research is promoted.

RESOLVED: That the information contained in **Item 22 – R-1 to R-12 on the agenda**, be ratified.

23. Information contained in **Items I-1 to I-5 and I-7 to I-8** was read out and noted, i.e. –

I-1. In term of the Senate decision dated 16.10.2019, the Vice-Chancellor has approved the promotion of Dr. Ashok Kumar, Department of Hindi from Associate Professor (Academic Level 13A) to Professor (Academic Level 14) w.e.f. 27.11.2018 in the pay-scale of Rs.37400-67000 + AGP of Rs.10,000/- under UGC Career Advancement Scheme (as per UGC Regulations 18.07.2018) at a starting pay to be fixed under the rules of the Panjab University. The post would be personal to the incumbent and he would perform the duties as assigned to him.

I-2. The Vice-Chancellor has sanctioned the following retiral benefits to Dr. Gauri Sharma-nee-Pandit, Professor of History, Department of Evening Studies-MDRC (who attained the age of superannuation i.e. 60 years on 31.10.2017) and she had been relieved w.e.f. 22.09.2022 vide order No.7050-71-54/Estt.I dated 22.09.2022 as per interim orders of the Hon'ble High Court dated 19.09.2022 passed in LPA 1505 of 2016 (Amrik Singh Ahluwalia & Another Vs. Panjab University & others) in the connected cases:-

(i) Gratuity as admissible under Regulation 3.6 and 4.4 at pages 183 and 186 of P.U. Cal. Vol.-I, 2007.

(ii) Encashment of Earned leave as due to her but not exceeding maximum 300 days, as admissible as per the decision of the Syndicate dated 01.09.2022 (Para 1).

I-3. In terms of order dated 15.01.2020 passed by Hon'ble Punjab and Haryana High Court in LPA No. 1505 of 2016 and other connected cases, the Vice-Chancellor has sanctioned the following retiral benefits to Dr. (Ms.) Gayathiri Pathmanathan, Assistant Professor-cum-Curator, Department of Anthropology, upto the age of 60 years i.e. upto

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31.05.2017 (who was continuing working in the Panjab University service upto the age of 65 years i.e. 02.05.2022), subject to the final decision of Hon'ble High Court in LPA No. 1505 of 2016 and other connected cases:-

- (i) Gratuity as admissible under Regulation 15.1 and 15.2 at pages 132 and 133 of P.U. Calendar, Volume-I, 2022.
- (ii) Encashment of Earned leave as due to her but not exceeding maximum 300 days, as admissible as per the decision of the Syndicate dated 01.09.2022 (Para 1).

I-4. The Vice-Chancellor, has sanctioned the following terminal benefits to Smt. Monika Wd/o Late Shri Jhuri Lal, Head Mali, P.U. Construction Office (who expired on 30.07.2022, while in service):-

- (i) Gratuity as admissible under Regulation 15.1 as amended at page 131 of P.U. Calendar, Volume-I, 2007.
- (ii) Ex-Gratia Grant under Rule 1.1 at page 141 of P.U. Calendar, Volume-III, 2016.
- (iii) "Encashment of Earned Leave upto the prescribed limit under Rule 17.4 at page 98 of P.U. Calendar, Volume-III, 2016.

I-5. The Vice-Chancellor, has sanctioned the following terminal benefits to Smt. Suman Kumari, Wd/o Late Shri Yashpal Sharma, Assistant Technical Officer (G-II), University Institute of Chemical Engineering & Technology, P.U. Chandigarh (who expired on 01.09.2022, while in service):-

- (i) Gratuity (in the event of death while in service) as admissible under Regulation 15.1 at page 131 of P.U. Calendar, Volume-I, 2007.
- (ii) Ex-Gratia Grant under Rule 1.1 at page 141 of P.U. Calendar, Volume-III, 2016.
- (iii) Encashment of Earned Leave, under Rule 17.4 at page 98 of P.U. Calendar, Volume-III, 2016.

I-6 **Withdrawn**

I-7. The Vice-Chancellor, as authorized by the Syndicate (Para 5, dated 31.10.1984), has sanctioned retirement benefits to the following University non-teaching staff:

| Sr. No. | Name of the employee and post held | Date of Appointment | Date of Retirement | Benefits |
|---------|--|---------------------|--------------------|----------|
| 1. | Shri Kewal Kumar Senior Scientific Assistant (G-I)(now designated as Scientific Officer (G-I) | 24.03.1983 | 30.09.2022 | |

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| | | | | |
|----|---|------------|------------|---|
| | CIL/SAIF/USIC, P.U. | | | |
| 2. | Ms. Indu Dhawan Assistant Librarian A.C. Joshi Library, P.U. | 20.03.1991 | 31.10.2022 | Gratuity as admissible under the University Regulations. |
| 3. | Shri Gulab Singh Daftri Department of Evening Studies-MDRC, P.U. | 05.12.1978 | 31.10.2022 | |
| 4. | Mrs. Suman Miglani nee Suman Arora Deputy Registrar Examination Branch, P.U. | 11.02.1982 | 30.11.2022 | |
| 5. | Mrs. Anita Bhaskar nee Anita Sharma Superintendent Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology, P.U. | 30.01.1986 | 30.11.2022 | |
| 6. | Mrs. Ritu Behl Superintendent Examination Branch, P.U. | 07.11.1983 | 30.11.2022 | |
| 7. | Shri Rajender Singh Technical Officer (G-I) University Institute of Pharmaceutical Sciences (UPIS), P.U. | 03.03.1983 | 30.11.2022 | |

NOTE: The above is being reported to the Syndicate in terms of its decision dated 16.3.1991 (Para 16).

I-8. The Vice-Chancellor has appointed Professor Yojna Rawat, University School of Open Learning, as Director, RDC, w.e.f. 01.11.2022 till further orders.

General Discussion

1. Professor Hemant Batra stated that he would like to bring on record that when the Hon'ble Chancellor visited the University, the issue of victimization was brought to his kind notice. The Dean of University Instruction is well aware as to why the salary of a Professor of Dr. Harvansh Singh Judge Institute of Dental Sciences & Hospital is not being released. In fact, he has been raising this issue across the media and at other forums that his salary has been stopped. He said that the entire record is available with him and let him bring it to the notice of the House that there is nothing which has been kept aside; rather all the rules have been followed. The Dental Council of India demanded that the biometric should be followed. There was a notice of Punjab Government of December 2020, in which they had directed that the direction of Ministry of Home Affairs (MHA) should be followed. The then Dean of University Instruction has obtained opinion of Chief Medical Officer whether they would follow the biometric system and the Chief Medical Officer had clearly said that they could follow the biometric system as the same

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is absolutely safe to be used. None of the guidelines of the MHA says that they could not use the biometric system; rather the guidelines say that they should follow the safety protocol while using the biometric system, and they are following the safety protocol. Out of 90, 89 persons are following the biometric system at Dr. Harvansh Singh Judge Institute of Dental Sciences & Hospital and only one person is not following it, and everybody, including the Vice Chancellor, Dean of University Instruction and other Officers of the University knew it. Since all the rules/regulations are being followed, and he did not know where the lapse is. If a person does not want to follow the rules and regulations, why the Institution is being blamed.

The Vice Chancellor enquired as to what is to be done.

Professor Hemant Batra said that how could the Head of the Institution release the salary when the person is not marking his attendance.

2. Professor Hemant Batra pointed out that there is a P.U. Ethical Committee, but it took a lot of time to submit its report. One more colleague, who is sitting over here, could also tell his grievances about the Ethical Committee. In fact, they and the students also are being harassed. He requested the Vice Chancellor to either constitute a separate Committee for Dr. Harvansh Singh Judge Institute of Dental Sciences & Hospital or the Committee should be changed.

The Vice Chancellor informed that a new PUICC has already been constituted.

3. Professor Prashant Gautam said that the students had taken admission to the postgraduate courses being offered at UIHTM and have paid the first instalment of the fee. Since it is a self-financing course, the fee is much high. Earlier, the admission use to be held in the months of July and August, but this year due to Covid, the admission schedule was late and the admissions were made even the month of September/October. As the students had paid the first instalment of fee just a couple of months before, they are saying that it is impossible for them to pay the second instalment right now; hence, they should be allowed to pay the instalment of the fees later on, i.e., in the month of January/February, 2023.

The Vice Chancellor enquired, could they do this?

Professor Prashant Gautam clarified that earlier, the fee used to be paid in the one instalment, but later on due to the financial difficulty faced by the parents of the students, the University started taking fee in two instalments.

Shri Amandeep Singh Bhatti, Director Higher Education, U.T., Chandigarh, opined that if there is a mandate for the Syndicate, only then the request of the students could be acceded to.

Professor Prashant Gautam said that it is the mandate of the Syndicate itself.

Dr. Neeru Malik endorsed the viewpoints expressed by Professor Prashant Gautam.

4. Professor Prashant Gautam pointed out that the University allowed the wards/dependents of the deceased University employee to retain the University accommodation for six months/one year/two years. There are certain

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Universities, including Guru Jambheshwar University, Hisar, which allow the dependents of the deceased employees to retain the accommodation up to the date the deceased employee was to retire. This is the demand from certain faculty members and non-teaching staff members. He handed over the copy of the request of employees to the Registrar on the floor of the House.

Professor Yojna Rawat said that such a request of the employees could not be accepted.

5. Professor Prashant Gautam pointed out that there is a Warden House near Boys Hostel No. 2, which has been converted into a Museum, but said Museum is not being visited by anyone, and the building of the Museum in dilapidated condition. He pointed out that the Wardens, who had over stayed, had been imposed a penalty of about 2 lacs. In fact, it is a revenue loss.

Professor Yojna Rawat said that Professor Prashant Gautam is absolutely right. The building of the Museum is really in dilapidated condition.

Professor Prashant Gautam said that he did not know when the Museum was opened last time.

The Vice Chancellor directed Professor Yojna Rawat, Director, Research & Development, to inspect the Museum tomorrow and submit the report to him.

All the members congratulated Professor Yojna Rawat on being appointed as Director, Research & Development.

Professor Yojna Rawat thanked the members for their kind gesture.

6. Principal S.S. Sangha pointed out that there is a student, who appeared additional papers examinations of 1st, 2nd and 3rd year. The result of 1st and 3rd years of the student was declared in 2015, but for 2nd year, the University said that the student was absent. When the student contested that he had appeared in the 2nd year examination also, his/her answer-books were dug out. Ultimately, his/her result of 2nd year was declared this year. The student has now got the job. When the employer asked for Detailed Marks Card, the student replied he is yet to receive the DMC.

The Vice Chancellor said that such an issue should be discussed with the Controller of Examinations.

Principal S.S. Sangha pointed out that certain things are not within the jurisdiction of Controller of Examinations. In this case, the result of the student was declared/notified after a period of 7 years. What is the fault of the student? In fact, there are two such cases. He suggested that the students should be given in writing that their results could not be declared in time due to certain technical problem.

The Vice Chancellor said that both the cases should be taken care of by the Controller of Examinations.

7. Principal S.S. Sangha said that the problems being faced by the physically challenged persons, who are sitting below, should also be resolved.

The Vice Chancellor said that Principal S.S. Sangha would be made member of the Committee proposed to be constituted.

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8. Dr. B.C. Josan said that the appointment of one of the College teachers namely Shri Vinod has been disapproved due to the mistake of the University. Since the whole issue has been examined by the Committee under the chairpersonship of Professor Savita Gupta comprising Professor Devinder Singh and the Committee has recommended approval of his appointment. He requested the Vice Chancellor to get the said teacher reinstated by the College.

Professor Savita Gupta informed that the Committee has submitted its recommendations.

9. Dr. Mukesh Arora said that he had raised 3-4 issues in the previous meeting of the Syndicate but no decision was taken on the same. One of the issues was that the students who got reappears have to wait for one year to re-appear in the examination. He had requested that the students of final year should be allowed to re-appear in the examination within the few months.

The Vice Chancellor directed the Controller of Examinations to contemplate as to how this problem of the students could be solved.

It was clarified that it would be impossible for the University to conduct the re-appear examination of odd semester with the examinations of even semester and vice versa as the number is too large.

10. Dr. Mukesh Arora said that, another issue was, he had requested the Hon'ble Vice Chancellor to frame transfer policy for the staff members working at different Regional Centres. Citing an example, he said that if a post is vacant at the Chandigarh campus, the teacher(s) should be transferred on couple case basis or other family reasons.

Professor Devinder Singh said that the request of one faculty member namely Dr. Abhishek Chauhan for transfer is pending for the last 2-3 years.

11. Dr. Mukesh Arora said that he had also raised the issue of giving another chance to opt for the old Pension Scheme and the Vice Chancellor had said that the estimated liability for the pension would be calculated by Diwali Festival. Though the Diwali Festival has been celebrated, the estimate has not been disclosed.

The Vice Chancellor said that the issue of pension was also brought to the kind notice of the Hon'ble Chancellor by certain persons, and the Chancellor had given an explicit reply.

12. Dr. Mukesh Arora said that he had also raised the issue of regularisation of the services of those persons, who are working on temporary/contract/ad hoc/daily-wage-basis for the last 10 years or more years.

The Vice Chancellor said that that this is also in the knowledge of the Chancellor.

13. Dr. Mukesh Arora said that the rates of travelling allowance by own car is Rs.10/- per k.m., which is very less. He pleaded that since the prices of petrol and diesel have increased a lot after the fixation of this rate, the rates of travelling allowance should be increased. If need be a Committee should be constituted for the purpose.

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Professor Yojna Rawat pointed out that UGC has revised the travelling allowance. They should fix the rates as per the UGC.

The Vice Chancellor said that the rates of travelling allowance fixed by the UGC should be got adopted.

14. Dr. Mukesh Arora said that it is his request with folded hands that the problems being faced by the physically challenged persons, who are sitting below, must be resolved.

15. Dr. Jagtar Singh said that they must think for regularising the services of those persons, who are working on temporary/contract/ad hoc/daily-wage-basis for the last 10 years or more years.

16. Dr. Jagtar Singh pointed out that certain sportspersons have missed to give their practical. The students concerned had passed the theory examination and their results are pending due to non appearance in the practical examination. He pleaded that they should be given another chance to give the practical.

The Vice Chancellor directed Professor Prashant Gautam, Director of Sports, to look into the matter and resolve the problem of the sportspersons.

It was clarified that the power to conduct the practical again lay with the Syndicate, and if the Syndicate allowed, the University would conduct the practical again.

The Vice Chancellor said that before taking any decision on the issue, they should examine the issue in its entirety; otherwise, a Pandora box would open and every student would demand special chance to appear in the practical examination.

Dr. Neeru Malik said that the University had already made a provision for taking special examination of sportsperson, and the sportsperson would be covered under the said provision.

It was pointed out that these are the students are Physical Education and not the sportsperson.

The Vice Chancellor said that 2-3 Syndics should sit together and think as to how the problem of these students could be resolved.

17. Dr. Jayanti Dutta pointed out that the subject of Geography is taught in this University at the undergraduate and postgraduate level and the degree awarded to them is Bachelor of Arts or Master of Arts, whereas in other University, Bachelor of Science or Master of Science degree is awarded. Moreover, since they are teaching the students Geo-informatics, the students are at a loss. Further, they could not get grant from the Department of Science and Technology, Government of India. She suggested that it should be got examined whether they could award science degrees to their students.

18. Dr. Jayanti Dutta said that a separate portal should be generated on the Panjab University Website, where each and every important document should be uploaded, so that people could obtain the information and may not seek information under the RTI Act.

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19. Dr. Jayanti Dutta said that she had suggested in the previous meeting of the Syndicate also that reforms relating to inspection of affiliated Colleges are the need of the hour. She pointed out that whenever the members of the Inspection Committee point out any mistake, the management of the college or Principal not only misbehaved with them, but also threatened, and later on they also levelled allegations against them. This is a very serious issue.

20. Professor Sukhbir Kaur said that although they raised important/urgent issues during the general discussion, no action is taken by the University. Citing an example, she said that she had requested in the previous meeting of the Syndicate that interest on provident fund beyond 61 year should be allowed to the teachers, who are continuing in service with intervention of the Court, but nothing in this regard has been done. Perhaps, the office has obtained a legal opinion in this regard. Since the teachers are representing again and again, the issue should be settled once for all. Clarifying, Professor Sukhbir Kaur said that it is written in the University Calendar that the age of superannuation is 60 years and the University would pay the interest on Provident Fund only up to 61 years. Now, the teachers are continuing in service with the Court orders up to the age of 65 years and the University deduct the Provident Fund up to the age of 65 years, but did not pay interest beyond 61 years. Interest ranging between Rs.25 lac and Rs.30 lac is not paid to the teachers.

Professor Yojna Rawat said that the affected teachers might approach the court and the court might ask the University to pay the interest on provident fund up to the age of 65 years with interest. If it happened, the University would be in deep trouble.

Professor Savita Gupta pleaded that this issue should be decided on priority.

Professor Devinder Singh said that legal opinion in this regard has already come and the matter could be placed before the Syndicate at any time.

Professor Sukhbir Kaur said that when the Commissioner had come to the University, she had asked as to how they could do this.

21. Professor Savita Gupta said that she would like to request that the transfer policy from one Regional Centre to other and in University Departments should be made as some persons are facing hardship. Since the posts in the Departments of University are vacant, these persons can be posted in the University Teaching Department(s).

22. Professor Savita Gupta said that Ph.D. scholars, who did not get golden chance in accordance with the recent circular issued by the U.G.C., may be allowed the golden chance. As per this circular, the students had been granted extension in submission of theses up to 31st December, 2022, but certain students could not be covered under this notification. She, therefore, requested that these students may be given chance so that the pending cases could be cleared.

The Vice-Chancellor asked the Deputy Registrar (General) to do the needful.

23. Professor Yojna Rawat said that T.A./D.A. and Inspection fee should be enhanced as Rs.1500/- is very meagre amount and no teacher is willing to go to Ferozpur for this meagre amount. Similar request was made in the

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previous meeting of the Syndicate, but nothing has been done on the issue so far. She suggested that a Committee should be constituted to enhance the T.A./D.A. as per U.G.C. Rules.

24. Dr. Neeru Malik said that there was one student of NITTTR, who could not appear in three papers. When golden chance was given, the intimation was sent to him, and he appeared in the examination of three papers. He came to know from the University that his result is cleared, but his result has not been declared officially. When asked why his result is not declared, he was informed that the time to complete the degree has exceeded. The golden chance is meant only for facilitating the students to appear in the examination after the stipulated time. She pleaded that in order to give the benefit of golden chance, result for the student of NITTTR should be got declared, even if the time to complete the degree has expired.
25. Dr. Neeru Malik said that there is a provision of additional paper in B.Ed. The B.Ed. course comprised of two years. If the student appears in the additional paper, the degree got extended to third year. She requested that the students may be allowed to appear this additional paper of Methodology of Teaching along with the two teaching subjects of B.Ed., so that the results could be declared in 2 to 2.5 years.
26. Dr. Neeru Malik that a Committee for P.P.F. had been constituted by the Vice-Chancellor, but till date no meeting is held for the said Committee.

The Vice-Chancellor asked as to who is the Chairman of that Committee. He further said that complete information along with relevant documents should be brought before raising the issue in this House.
27. Dr. Neeru Malik thanked the Vice-Chancellor for starting M.A. (Yoga) course. She humbly submitted that as Yoga has become popular now-a-days, therefore, for the promotion of Yoga, B.A. (Yoga) should be included as subject for the students studying B.A. in Colleges.
28. Professor Devinder Singh said that, as told by members, the golden chance has been misinterpreted. The limit has been fixed in the golden chance that it would be allowed only after the time for completion of degrees expired. However, if the chance is given to appear in the examination within the stipulated period, it could not be considered a golden chance. For the same, a Committee may be constituted. Moreover, in the previous meeting, the golden chance was also allowed to Ph.D. research scholars where limit has been fixed that this chance is only for those research scholars, who are in the time limit of 8 years. He pointed out that before 2016, there was no limit to complete the Ph.D. degree, and at that time the Ph.D. could be completed even after 15 or 20 years. The case of Mr. Anil Sharma was sent by him twice, he can complete his Ph.D. degree in 20 years, under the old Regulations of 2016. The candidate had even paid the fee till next year of July. Now, objection has been raised that his case is not covered under 8 years time limit. As such, the golden chance is being misinterpreted. He requested that the case of Mr. Anil Sharma may be allowed, under the Regulations, 2016.
29. Professor Devinder Singh said that in the previous meeting of the Syndicate also, it was requested that Rs.1,00,000/- may be allowed to the teachers for carrying out research, under the Head, "Improvement of Education". The grant under this head will lapse in the month of March, 2023. The form for the same has not yet been prepared, though the decision pertaining to it had already been taken; and only form is to be approved by the

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Syndicate. Since the said form is not placed before the Syndicate, the Vice-Chancellor should be authorized to approve the form, on behalf of the Syndicate, so that the grant could be utilized.

The Vice-Chancellor directed the Director, Research & Development Cell, to get the form prepared and submitted before him for approval, in anticipation of approval of the Syndicate. Later on, the matter would be placed before the Syndicate for ratification.

30. Professor Devinder Singh said that issue regarding perception of the University is being raised since morning. With regard to perception, he said that a number of news items are being published against the University, but the positive inputs being given by the University are never published in the newspapers. It showed that the Public Relations Office of the University is weak, and to strengthen the same, Director, Public Relations should be appointed. The Director Public Relations had previously also been deputed in the University. To strengthen the University before the NAAC visit, at least the University should talk to the Press. The negative news items are immediately published in the newspapers, whereas positive ones are never published. The Director Public Relations should communicate with the media on regular. There are three posts in the PRO Department, one in Dean, Public Relations, second is Director Public Relations and third is Assistant Public Relation Officer, whereas at the moment only one person has been deputed, that too, as Assistant Public Relation Officer. The perception of the University could not be improved until the Department of Public Relations is strengthened by appointing Director Public Relations, might be for a minimum period of 6 months before the NAAC visit. As during the visit of the newly appointed Chancellor of the University, all have been involved in negative news and negative news would also be evolved at the time of visit of the NAAC.

Several members while seconding the viewpoint expressed by Professor Devinder Singh said that it is a very valuable suggestion put forth by him. They should consider filling the post of Director Public Relations in current times on priority basis.

The Vice-Chancellor asked who is to be appointed.

To this, Professor Devinder Singh said that a senior-most Professor should be deputed on the post of Dean Public Relations and the charge for the post of Director, Public Relations should be given to the next senior Professor so that they could communicate with media so that the positive version of the University could be published.

The Vice-Chancellor said that he felt that it is a very important matter as the University is going to prepare for the NAAC visit. He asked to the officials sitting over there that can this be considered as resolution.

Several members, while seconding the statement made by the Vice-Chancellor, said that the Vice-Chancellor should be authorised to appoint senior most Professor on the post of Dean, Public Relations.

Dr. Neeru Malik said that a senior-most Professor having good social connect, should be considered for appointment on the post of Dean, Public Relations.

The Vice-Chancellor stated that on the basis of authorisation of the House, he would appoint two senior Professors on the posts of Dean, Public

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Relations and Director Public Relations and it should be included/recorded in the resolved part of the proceedings.

Professor Devinder Singh and Professor Sukhbir Kaur said that for these posts, the additional charge is to be given.

RESOLVED: That, keeping in view the forthcoming NAAC visit, the Vice-Chancellor, be authorised to depute two senior Professors having good social connectivity to take care of the responsibilities of Dean, Public Relations and Director, Public Relations.

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31. Professor Devinder Singh said that while working with Professor Tankeshwar Kumar in Computer Centre, it was observed that for the digitisation work in the Library and Administrative, a software had been procured. Due to the huge cost of the software, the work of digitisation work is pending. It should not be such that the work related to digitisation will not continue on the basis of the myths that one software is procured on high price and the other is on low price. Every activity is to be performed in digital mode by the students, whereas this facility is not being provided to the students by the University due to lack of digitisation. The students desired that the work relating to migration, issue of certificates and degrees be done digitally but no option in the University is existed for the same. The work related to digitisation of Library and Administrative block is paused, when enquired, it is brought to their notice that a file was moved for the computerisation/digitisation wherein the issue pertaining to software was raised and then the file was closed. Such things should not be closed on the issues for want of software. Several Scientists and System Administrators from the UIET and Department of Computer Science & Applications are available with the University to design the software for the digitisation work.

Professor Prashant Gautam said that he would like to give one more input to the digitisation work, that a Committee had been constituted for the digitalisation work for which some amount was spent and digitalisation work was done in the A.C. Joshi Library. Being associated with the Library, he came to know that the digitisation work was also done in the Library without the purchase order.

32. Professor Devinder Singh said that all the members were talking about the honorarium, which has already been placed in the House. Relating to this, he would like to submit that as the PUSC Elections were conducted in a peaceful way, if the elections are conducted in an unprecedented way for which the credit has been given to the Additional Chief Security Officer. He, therefore, requested that the services of the Junior Security Officer who has been given the charge of the Additional Chief Security Officer, may be regularised as he has proved himself on the ground that the duty entrusted to him, had been performed by him in a very unprecedented way by conducting the elections in a peaceful manner. Based on this performance, it is the right time to regularise his services as Chief Security Officer.

The Vice-Chancellor said that the matter would be got examined.

It is informed pertaining to the issue related to the digitisation work that majority of the data has been digitised. The matter was considered in the Committee already constituted by the Committee for the Library where the work of the digitisation was done and there were some problems in the purchase order. When the members of the Committee were tried to contact, but they never turned up to resolve the issue. As of now half of the work had been completed and its payment had been released and at present they are in the mid of that and in this issue, litigation might be raised. Therefore, a separate Committee may be constituted to look into the matter and resolve finally.

Shri Amandeep Singh Bhatti, Director, Higher Education (U.T.) said that for these kind of implementations, when the Committees are constituted for digitisation, the Accounts knowing person with adequate knowledge of purchasing to avoid procedural lapses, should be involved. The procedural lapses should be taken care of the accounts functionaries of that Committee.

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The Committee should consist of two or more persons up to the level of D.C.F.A. or A.C.F.A. for the purpose. As such the digitisation of the Libraries is concerned; the Chandigarh Administration had already done the digitisation in Sector 17 and Sector 34 Libraries by procuring the latest RFID software. The University can simply obtain the file from the Chandigarh Administration, copy, paste and do the implementation. The Government of India is giving lot of funds for the Libraries. They should not lose this opportunity to grab this amount.

The Vice-Chancellor said that both the Committees first is for the Library and the second is for the Administrative block have been constituted in the year 2017, some wrong had been done by them. Now at present, they are not conducting meetings of these Committees as some discrepancies and anomalies have been pointed out.

Shri Amandeep Singh Bhatti, Director, Higher Education, U.T., said that if the anomalies have been received, these can be rectified as these are the procedural lapses.

The Vice-Chancellor stated that the Chairperson of both the Committees may be directed to submit the report within 15 days. They were shirking from attending the meetings after the receipt of meeting notices. The members of these Committees are the Senate members and they even filed a complaint that they were not being added in the Committees.

RESOLVED: That the Chairpersons of both the Committees constituted for digitisation of Library and Administrative Block, be directed to submit their report within 15 days to resolve the issue.

It is informed by Dean of University Instruction that it is very serious concern for the Panjab University that the intake of the students in the University is in reducing trend. In the academic session 2021-22, they have 10000 seats, last year, out of the total seats, only 70% seats were filled and 30% seats were remained vacant. When the admission process was started in the current academic session 2022, the meetings were conducted with the Departments, interacted via social media, prepared the brochures by the Departments to increase the intake trend. She stated that last year 22000 registrations were made for Under-graduate and Post-graduate classes, this year the registration of students has been enhanced up to 25000. But still 30% seats are vacant. So, something has to be done, as in other Universities, the admission offices are under the supervision of managerial level persons who have required marketing skills, advertisement skills, networking abilities with complete focus on admission process both at the national and international levels. As such, the University should also evolve some innovative strategy rather than sticking to the traditional method of conducting offline entrance tests after the examinations which is the main cause of delay. Owing to this delay, the students are forced to take admission in other Universities. Moreover, the Private Universities are allowing admissions twice a year in May and December.

To this, the Vice-Chancellor stated that he got her viewpoint on all the issues raised by her, a complete note be placed to deliberate and decide on it.

33. Professor Hemant Batra had stated that the interviews were conducted in Dr. H.S. Judge Institute of Dental Sciences & Hospital for the appointment of Nursing staff on the basis of the main criteria for which objection was received that in the year 2010, the criteria for appointment was taken as

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diploma course, whereas now the Institute had taken the criteria above the diploma course. To be on the safer side, all the candidates were interviewed and no candidate was ignored. After conducting the interviews, the file for appointment was sent to the office of Deputy Registrar (Estt.) for placing the matter before the Syndicate. The concerned Dealing official neither informed them about the change in the criteria nor was the item placed before the Syndicate. But still, this is for the information of the Syndicate that the Dental Institute may please be permitted to go ahead with the selections that have been made as they have appointed only the candidate having B.Sc. qualification and not the diploma holders. He humbly submitted that they may be permitted to appoint Nursing staff. Moreover, the appointments have been made only on temporary basis.”

To this, Professor Yojna Rawat and Professor Devinder Singh stated that the Vice-Chancellor is authorized to accord approval, in anticipation of the Syndicate.

Y.P. Verma
Registrar

Confirmed

RAJ KUMAR
VICE-CHANCELLOR