

# NATIONAL INSTITUTE OF TECHNOLOGY, SILCHAR

MINUTES OF THE FIFTH MEETING OF THE BOARD OF GOVERNORS OF  
NIT SILCHAR HELD ON 27 SEPTEMBER 2004 AT THE CONFERENCE HALL  
OF SHASTRI BHAVAN, NEW DELHI

The Fifth meeting of the Board of Governors of NIT Silchar was held on 27 September 2004 at the Conference Hall of Shastri Bhavan, New Delhi. Following were present-

1. Prof. Gautam Barua, Chairman, Board of Governors & Director (Secretary)
2. Sri P.K. Barthakur, IAS, Commissioner & Secretary, Education, Government of Assam, Guwahati
3. Prof. A.D. Sahasrabudhe, Deputy Director, IIT Guwahati
4. Dr. G.L. Jambhulkar, Deputy Educational Adviser (NIT), MHRD, New Delhi
5. Prof. Rajat Gupta, Professor, Mech Engg, NIT Silchar
6. Sri Saumitra Sankar Dutta, Silchar
7. Dr. Fazal A. Talukdar, Registrar, NIT Silchar (invitee)
8. Mr. B. K. Ray, Desk Officer, MHRD, (invitee)

**Item – 5.1 TO CONFIRM THE MINUTES OF THE LAST MEETINGS**

The Board confirmed the minutes of the 3<sup>rd</sup> Meeting of the Board of Governors held on 05 April 2004 and the 4<sup>th</sup> Meeting of the Board of Governors held on 13 June 2004.

**Item – 5.2 TO RECEIVE A NOTE ON THE ACTION TAKEN AND PROGRESS MADE ON THE MINUTES OF LAST TWO MEETINGS**

The Board noted the actions taken on the minutes of the last two meetings held on 05 April 2004 and 13 June 2004.

**Item – 5.03 TO CONSIDER AND APPROVE THE ANNUAL REPORT AND ANNUAL ACCOUNTS FOR THE YEAR 2003-04**

The Board approved the Annual Report and Annual Accounts for the financial year 2003-04.

**Item – 5.04 TO CONSIDER ADOPTION OF NEW RULES AND REGULATIONS FOR THE EMPLOYEES**

The Board decided to adopt the rules and regulations pertaining to (a) Leave Rules (Schedule-D of the Statutes of IIT Delhi), (b) Conduct and Discipline Rules (Schedule-B of the Statutes of IIT Delhi together with Chapter-5 of the Manual of Administration of IIT Delhi) and (c) Period of Probation as contained in the Statutes of IIT Delhi *mutatis mutandis* for the employees of the Institute with retrospective effect of 01 April 2004. Regarding the other types of leave admissible at IIT Delhi as contained in Chapter-4 of the Manual of Administration of IIT Delhi, the Board decided that the Institute may frame its own rules regarding these types of leave considering ground realities and practicability in line with IIT Delhi.

**Item – 5.05 TO CONSIDER REPORT OF THE ENQUIRY COMMITTEE AGAINST FOUR SUSPENDED STAFF MEMBERS OF THE INSTITUTE**

The Board considered the findings of the two-member Enquiry Committee constituted with Sri Ram Mohan Chakraborty, Retd. District and Session Judge and Sri Malikur Rahaman Choudhury, Retd. District and Session Judge in the Departmental Proceedings against (i) Dr. B.K. Roy, Senior Lecturer, Electrical Engineering Department, (ii) Sri A.K. Biswas, Senior Lecturer, Mechanical Engineering Department, (iii) Sri Bijan Bhattacharjee, Senior Instructor, Mechanical Engineering Department and (iv) Sri Phani Bhusan Nath, Junior Instructor, Mechanical Engineering Department. After a threadbare discussion, the Board, being the Disciplinary Authority in respect of all employees, decided to impose minor punishment of varying degrees on these employees as follows:

- (i) The Board decided to withhold the promotion of Dr. B.K. Roy, Senior Lecturer, Electrical Engineering Department and Sri A.K. Biswas, Senior Lecturer, Mechanical Engineering Department for a period of two years from the date of award of the punishment.
- (ii) The Board decided to withhold the increments of pay for a period of two years without cumulative effect in respect of Sri Bijan Bhattacharjee, Senior Instructor, Mechanical Engineering Department and Sri Phani Bhusan Nath, Junior Instructor, Mechanical Engineering Department from the date of award of the punishment.

The Board decided that the period of suspension of these employees would be treated as on duty. The implementations of these punishments will be made after following court directives, if any, with regard to this case.

**Item – 5.06 TO CONSIDER REGULARISATION OF THE SERVICES OF FACULTY AND STAFF DURING THE STRIKE PERIODS**

The Board deliberated in detail regarding the regularization of leave of absence of a section of faculty and staff resorting to strike during the periods 16.08.2001 to 10.09.2001 and 11.12.2001 to 20.01.2002 and after careful scrutiny of the matter, decided to impose no work no pay for the aforesaid periods of strike. The Board further decided that the aforesaid strike period will be treated as *dies non* without constituting a break in service. Further, these periods would not count as qualifying service for leave and other retirement benefits including CPF contributions of the Board.

**Item – 5.07 TO CONSIDER PAYMENT OF ALLOWANCE TO CHIEF WARDEN**

Consideration of the item has been deferred in view of the fact that the NIT Council is likely to recommend uniform rates of honorarium for different officials for all NITs.

**Item – 5.08 TO RATIFY AND CONSIDER SANCTION OF PAY SCALE TO SRI B. GOSWAMI, DEPUTY REGISTRAR (ACCOUNTS)**

The Board ratified the action of the Director in allowing Sri Goswami to draw the regular pay in his time scale of pay (as per last pay drawn at the time of retirement) with effect from 01 April 2004. However, the Board did not accede to the prayer of Sri Goswami to extend him the time scale of pay from the date of his re-engagement on contract basis. The Board further discussed in detail the continuation of Sri Goswami as Deputy Registrar (Accounts) beyond 30 September 2004 and decided that pending appointment of a regular Deputy Registrar (Accounts), Sri Goswami may be allowed to continue as an exceptional case due to exigency.

**Item – 5.09 TO RATIFY ACTION TAKEN AS REGARDS EXTENSION OF SERVICES OF SRI H.GOSWAMI, SUPDT, BEYOND 58 YEARS**

The Board ratified the action taken by the Director based on the report of the Evaluation Committee constituted as per rules for this purpose.

**Item – 5.10 OUTSOURCING OF OPERATION OF DIESEL GENERATOR SET, SUBSTATION MANNING AND OVERHEAD LT MAINTENANCE**

The Board accorded its in-principle approval for outsourcing the operation of the DG set, substation manning and overhead LT maintenance. Tenders are to be invited and the contract awarded as per rules.

**Item – 5.11 TO RATIFY ACTION TAKEN AS REGARD FILLING UP OF TEACHING POSTS**

The Board ratified the action taken by the Chairman Board, in approving the recommendations of the Selection Committees for appointment of regular faculty in Chemistry, Computer Science and Engineering, and Electronics and Telecommunication Engineering. The Board also ratified the approval given by the Chairman for the appointment of Mr. Samir Kumar Borgohain, waitlisted by the selection committee, to the post of Lecturer, Computer Science and Engineering. The approval to the appointment of the following persons by the Chairman was ratified by the Board:

- |                                 |                               |
|---------------------------------|-------------------------------|
| Chemistry:                      | 1. Dr. Siddhartha Sankar Dhar |
| Computer Science & Engineering: |                               |
|                                 | 1. Miss Pinki Roy             |
|                                 | 2. Mr. Prabhakar Sarma Neog   |

3. Mr. Suddhasil De

4. Mr. Samir Kumar Borgohain

Electronics & Telecommunication Engg:

1. Mr. Santanu Kumar Sarma

2. Mr. Tarun Kumar Gupta

3. Mr. Sanjeev Rai

**Item – 5.12 TO RATIFY ACTIONS TAKEN AS REGARDS APPOINTMENT OF LECTURERS ON AD-HOC BASIS**

The Board ratified the appointment of lecturers on ad-hoc basis by the Chairman and Director. Further, the Board opined that once the sanctioned strengths of faculty are approved by MHRD, ad-hoc appointments should cease and regular faculty are to be appointed.

**Item – 5.13 TO CONSIDER AND ADOPT RULES FOR GRANT OF FINANCIAL ASSISTANCE TO ATTEND NATIONAL/ INTERNATIONAL CONFERENCES ABROAD/ IN INDIA**

The Board considered and adopted the 'NIT Silchar Rules for Grant of Financial Assistance for Attending Conferences Abroad/India' (Annexure-I).

**Item – 5.14 TO TAKE A NOTE ON STARTING OF M.Tech. AND Ph.D. PROGRAMMES IN THE INSTITUTE AND IMPLEMENTATION OF FEES AND SCHOLARSHIP STRUCTURE**

The Board noted with pleasure the commencement of M.Tech. and Ph.D. programmes in the Institute. The Board further approved the fee structures of the programmes (Annexure-II).

**Item – 5.15 TO CONSIDER THE PERIOD OF BOND FOR THE FACULTY MEMBERS FOR DEPUTATION UNDER QIP**

The Board decided that the bond to be executed by the faculty deputed for M.Tech. and Ph.D. programmes under QIP will be 4 (four) and 5 (five) years of service respectively to the Institute after rejoining the Institute. The Indemnity bond to be executed in favour of the Institute will be Rs. 5.0 (five) lakhs or the amount of salary to be received during the deputation period under QIP whichever is more. In case of default, the Institute shall recover the entire salary paid during the deputation period under QIP together with an interest of 12% on the amount paid from the date of payments till the date of rejoining of the faculty in the Institute, or the expiry of the approved period of the programme, OR Rs. 5.0 (Five) lakhs, whichever is higher. In case the faculty so deputed for QIP spends more time than the stipulated course period(s), the bond period and the indemnity bond amount shall increase on a pro-rata basis.

**Item - 5.16 TO CONSIDER THE PROPOSAL FOR OUTSOURCING SECURITY IN THE INSTITUTE CAMPUS**

The Board ratified the proposal for outsourcing the security of the Institute campus. The Board opined that efforts should be made to see that as many of the present lot of daily-wage workers detailed for security duty as is possible may be given employment by the prospective security agency to be engaged for campus security.

**Item - 5.17 TO CONSIDER THE TENURE AND MODE OF SELECTION OF FACULTY REPRESENTATIVES TO BOG**

The Board discussed the matter and reached the conclusion that the Memorandum of Association (MoA) of the Institute needs an amendment to effect a meaningful change. However, the Board noted that an amendment in the Memorandum of Understanding can only be done by the NIT Council. However, the Board noted that, since the mode of selection of faculty representatives is not specified in the MoA, and the reference to a term of five years is only to nominations of members by the Central Government, the Chairman can be authorized to change the faculty representatives on the Board till the MoA is amended by the Council.

**Item - 5.18 TO CONSIDER AND APPROVE RECRUITMENT OF ENGINEERS ON DEPUTATION FOR THE ESTATE SECTION OF THE INSTITUTE**

The Board noted the severe shortage of technical manpower in the Estate Section of the Institute handling a large number of construction and maintenance works. The Board approved the recruitment of two Assistant Engineers and three Junior Engineers on deputation basis for a period of two years for speedy implementation of the ongoing construction works on Central Government Pay-Scale pattern. The Board agreed to the proposal of upgrading the Pay-Scale of Sri Deepak Goswami, Assistant Executive Engineer (on deputation) to the corresponding Central Government pay-scale of Rs. 8000-275-13500 with effect from the date of the first other appointment made (Assistant Engineer / Junior Engineer) on deputation in this category.

**Item - 5.19 TO RATIFY ACTION TAKEN AS REGARD TO APPOINTMENT OF DR. FAZAL A. TALUKDAR, ASST. PROFESSOR AS REGISTRAR**

The Board ratified the appointment of Dr. Fazal A. Talukdar as Registrar of the Institute.

**Item - 5.20 TO CONSIDER AND APPROVE FEE STRUCTURES FOR SUMMER TERM COURSES AND HONORARIUM TO FACULTY**

The Board approved the introduction of Summer-Term courses in the Institute. The Summer-Term courses will

commence from the next Summer Vacation in 2005. General guidelines for the conduct of Summer-Term courses are given in Annexure-III.

**Item - 5.21 TO RECEIVE A NOTE ON THE STATUS OF IMPLEMENTATION OF GOVT OF INDIA PROJECTS UNDER MODROB, R&D AND TAPTEC**

The Board noted the status of the implementation of the projects under MODROB, R&D and TAPTEC.

**Item - 5.22 ANY OTHER ITEM**

**5.22(a) TO APPROVE THE RECOMMENDATIONS OF THE FINANCE COMMITTEE**

The Board approved the recommendations of the Second Meeting of the Finance Committee held on 27 September 2004 at Shastri Bhavan, New Delhi as given in the minutes of that meeting (Annexure IV).

**5.22(b) TO CONSIDER APPOINTMENT OF AUXILIARY NURSE-CUM-MIDWIFE (ANM) IN THE HEALTH CENTRE**

The Board noted the acute shortage of manpower in the Health Centre of the Institute and resolved that the post of Auxiliary Nurse-cum-Midwife should be immediately filled up. The Board further desired that the post of Lady Medical Officer be also filled up on a priority basis.

**5.22(c) TO CONSIDER THE REQUEST OF RECONITION OF TEACHERS' ASSOCIATION OF NIT SILCHAR**

**5.22(d) TO CONSIDER THE REQUEST FOR RECOGNITION OF NON-TEACHING EMPLOYEES' ASSOCIATION OF NIT SILCHAR**

The Board took up both the Items-5.22(c) and 5.22(d) together and resolved that the recognition of staff associations should be done as per relevant guidelines of the Government of India. A circular on this is being sent by the Ministry to all the NITs. After the process is completed as per rules, the matter may be placed before the Chairman, Board of Governors for his approval and Board may be informed subsequently.

The meeting ended with a vote of thanks to the Chair.

  
 Professor Gautam Barua  
 Chairman, Board of Governors  
 & Director, NIT Silchar

03/10/04