

The following were present:

- Shri K.J.S. Prasada Rao — Secretary

Shri D. Deb, Assistant Registrar (Governance), was present to assist the Board.

The Vice-Chancellor informed the Board that the recently constituted Task Force for the disadvantaged groups, especially for women, rural sector and SC/STs, will pave the way in implementing the IGNOU programmes relevant to these groups and thus attempting to redeem its mandate as envisaged in the IGNOU Act. The Task Force will also give necessary advice for developing an appropriate delivery mechanism to ensure more

benefits to the disadvantaged groups. With these observations, the following Agenda Items were taken up for consideration:

ITEM NO. 1 TO CONFIRM THE MINUTES OF THE 59TH MEETING OF THE BOARD OF MANAGEMENT HELD ON JULY 1, 1998 AND TO NOTE THE ACTION TAKEN THEREON.

BM 60.1.1 , Before the Minutes of the 59th Meeting of the Board of Management were confirmed, some comments of members on the Minutes were noted as under:

- (i) The Board noted that a formal resolution of the Board in placing on record its appreciation to the services rendered by Prof. R.G. Takwale, former Vice-Chancellor was not done after he left the University. The Board placed on record its deep appreciation for the valuable services rendered to the growth and development of Indira Gandhi National Open University by Prof. R.G. Takwale as Vice-Chancellor and Chairman of the Board of Management.
- (ii) One of the Members pointed out about the expression "must" in Resolution No. BM 59.2.2 "On the other hand the consensus of opinion that emerged was that the statutory provision of 'recommendation' gives the Vice-Chancellor the flexibility in exercising his discretionary power and, therefore, the Board must honour his recommendations." The point made was that, while the Board accepts the discretionary powers of the Vice-Chancellor, the recording of the Minutes should not have been so worded as to give an impression that the Board has no 'option but must' honour his recommendations. The Vice-Chancellor agreed with the views of the member and stated that the expression was unfortunate and that there was no intention in anyway to undermine the authority of the Board of Management.
- (iii) A reference was made to Resolution BM 59.7.1 where the Vice-Chancellor's action taken under Section 10(3) of the IGNOU Act ratified by the Board of Management. One of the members pointed out that after ratifying the action taken by the Vice-Chancellor under this item, a point was made that the Vice-Chancellor may exercise the provisions of Section 10(3) only in exceptional cases which was not recorded. The Board noted this observation.

(iv) It was suggested that the following words be added at the end of the Resolution BM 59.29.1:

"and that this relaxation should not be quoted as a precedent"

BM 60.1.2

Dr. A.R. Khan reiterated his stand that Item No. 2 to Item No. 14 in the Minutes of the 58th Meeting of the Board of Management were stand withdrawn and consequently the recording at Resolution BM 58.1.7 giving a reference to the note circulated by the Vice-Chancellor giving his recommendations on the appointment of Directors of School of Studies should not be mentioned as the concerned item stands withdrawn alongwith other items. The Board agreed with the member that the Resolution/Minutes pertaining to the agenda items of the 58th meeting of the Board of Management held on April 4, 1998, which were not taken up for consideration by the Chairman, be recorded as "the items stand withdrawn" in partial modification of the BM Resolution No.58.1.1. However, the agenda items circulated to the members for consideration would form a part of the official record. The note given by Dr. A.R. Khan dated 3-8-1998 is appended to these Minutes as **Appendix - 1**.

BM 60.1.3

On enquiry by one of the members, it is informed that the recommendations of the EMPC Management Committee held on March 18, 1998 would be taken up in the next Finance Committee which is likely to be held soon.

BM 60.1.4

The issue relating to the recording a note of dissent was discussed. The general consensus in the Board was that, as provided in the Regulation of the Board of Management, all decisions of the Board may be by consensus to the extent possible. In the event of any member preferring to record his note of dissent on any resolution, it may be considered and in such a case the member concerned has to record his note of dissent in writing and give it to the Secretary of the Board of Management for making it a part of the Minutes.

BM 60.1.5

With the above observations/corrections, the Board approved the Minutes of the 59th Meeting of the Board of Management held on July 1, 1998 and also noted the action taken on the Minutes.

ITEM NO. 2 TO CONSIDER AND APPROVE CERTAIN MODIFICATIONS TO THE AMENDMENTS TO STATUTE 3 OF THE STATUTES OF THE UNIVERSITY REGARDING PRO VICE-CHANCELLORS.

BM 60.2.1 The Vice-Chancellor briefly explained the issues involved and the reason for bringing a modification to the amendment to Statute 3 regarding Pro Vice-Chancellors. The matter was considered by the Board in detail concerning the merits and demerits of the appointment of two types of Pro Vice-Chancellors. The consensus emerged was that Statute 3 as exists now could be operated upon as it gives the flexibility to the Vice-Chancellor to reshuffle the Pro Vice-Chancellors between various functional areas of the University and the statutory provision for the senior most Pro Vice-Chancellor performing the functions of the Vice-Chancellor in the event of a vacancy of the Vice-Chancellorship takes care of continuity. Taking a holistic view, the Board decided not to press for the amendments of the Ordinance and continue with the existing provisions.

BM 60.2.2 The Vice-Chancellor, however, pointed out that the need for having Pro Vice-Chancellors for the three functional areas, namely, Distance Education Council, STRIDE and the Electronic Media Production Centre continue to exist.

BM 60.2.3 The Board, having regard to this aspect, decided that the Vice-Chancellor may, if he is of the opinion, appoint three more Pro Vice-Chancellors to take care of the functional needs of the University.

ITEM NO. 3 TO CONSIDER THE INQUIRY REPORT SUBMITTED BY JUSTICE S.B. WAD (RETD.).

BM 60.3.1 The Item was deferred as several members stated that they require time to go through the report of the Inquiry Officer as also the comments of the charged officer. A view was expressed whether the report of the Anand Sarup Committee and the Inquiry Report should be considered at the same time as both have linkages. It was, however, felt that the Inquiry Report and the Report of the Anand Sarup Committee could be considered by the Board separately each on its own merit and not in relation to each other.

BM 60.3.2 The Board decided that the consideration of the inquiry report be deferred for the next meeting of the Board of Management, which may be held on 16th or 19th November, 1998.

ITEM NO. 4 TO CONSIDER THE RESIGNATION OF PROF. RAKESH KHURANA OF THE SCHOOL OF MANAGEMENT STUDIES.

BM 60.4.1 While considering the item, the members agreed that this item has linkages with Item No. 3, and that it is necessary to consider both the items together in the next meeting of the Board.

ITEM NO. 5 TO CONSIDER AND APPROVE THE RECOMMENDATIONS OF THE VICE-CHANCELLOR ON THE APPOINTMENT OF PRO VICE-CHANCELLORS.

BM 60.5.1 The Vice-Chancellor informed that he had written to several institutions to suggest names of suitable candidates for consideration to the posts of Pro Vice-Chancellor at IGNOU. Considering the qualifications and experience, he recommended the following persons for the post of Pro Vice-Chancellor in the first instance:

- (i) Prof. V.S. Prasad, Presently Rector of BRAOU, who had earlier worked with INGOU as Director, Distance Education Council.
- (ii) Prof. K.N. Tripathi, Professor and Head of Electronics Department, Delhi University.

BM 60.5.2 The Board considered and approved the recommendations of the Vice-Chancellor in the appointment of Prof. V.S. Prasad and Prof. K.N. Tripathi as Pro-Vice-Chancellors in the order indicated.

ITEM NO. 6 TO CONSIDER THE MATTER OF APPOINTMENT OF DIRECTORS.

BM 60.6.1 The Board noted that the Vice-Chancellor had appointed Prof. V.V. Mandke as Director of the School of Engineering and Technology for a period of three years with effect from 30-08-1998 and temporary charge of the post of Director (Academic Coordination) was given to Prof. A.K. Agarwal, Director of School of Health Sciences with effect from 1-9-1998 in addition to his own responsibilities consequent to the repatriation of Prof. R.P. Hooda to his parent organisation.

BM 60.6.2 The Board approved the temporary appointment of Prof. A.K. Aggarwal, to look after the duties of the Director (Academic Coordination) in addition to his own duties and responsibilities as the

Director, School of Health Sciences until further orders. The members were also informed that the process of advertising the post of Director (Acad. Coord.) is in progress.

BM 60.6.3 So far as the appointment of Prof. V.V. Mandke is concerned, the Board suggested that the University may obtain legal opinion as to the calculation of the terms of appointment and bring it before the Board.

BM 60.6.4 The Board considered and approved the appointment of Prof. P.K. Mehta as Director of Regional Services Division for a tenure of five years from the date he has assumed the charge of the Director of the Regional Services Division, IGNOU, i.e., 1-9-1998.

ITEM NO. 7 ' TO CONSIDER ADOPTION OF REVISED PAY SCALES IN RESPECT OF TEACHERS AND OTHER GROUP 'A' OFFICERS.

BM 60.7.1 The Secretary, Department of Education, MHRD informed the Board that some modifications of the earlier notification dated 27th July, 1998 on revised pay scales are likely and that a notification in this respect will be issued soon.

BM 60.7.2 The Board suggested that the Vice-Chancellor may appoint a Committee to look into the anomalies, if any, arising in the implementation of the revised pay scales in respect of teachers and Group 'A' officers which may include the following members:

- (i) Prof. Suhash Chakravorty, Member of the Board of Management, Chairman.
- (ii) A representative of MHRD.
- (iii) A representative of Teachers.
- (iv) Director, Academic Coordination Division (Convenor).

BM 60.7.3 The Board approved the implementation of the revised pay scales as per the MHRD notification dated July 27, 1998 in respect of teachers and other Group 'A' officers and also to implement any modifications/improvement being incorporated by the MHRD, Government of India in future.

BM 60.7.4 While considering the matter of revision of pay scales, the notification concerning the payment of Rs.50,000/- as an advance of arrears of salary to

The teachers of Delhi University came as a reference in the matter. After some discussion, the Board agreed that IGNOU may also similarly pay a sum of Rs.50,000/- as an advance of arrears of salary arising out of revision of pay scales to teachers and Group 'A' Officers in IGNOU who will be eligible for receiving such arrears.

ITEM NO. 8

TO CONSIDER AND APPROVE THE RECOMMENDATIONS OF THE SELECTION COMMITTEES.

BM 60.8.1

The Board considered and approved the recommendations of the Selection Committees for the following posts:

Sl.No.	Post	Date of Selection Committee
1.	Reader in Life Sciences	18-09-1998
2.	Director, EMPC	03-10-1998

BM 60.8.2

The Vice-Chancellor tabled at the meeting the recommendations of the Selection Committee in respect of Research Officer which were approved by the Board.

ITEM NO. 9

TO CONSIDER AND APPROVE THE RECOMMENDATIONS OF THE COMMITTEE FOR PLACEMENT OF THE ACADEMIC STAFF IN SENIOR SCALE.

BM 60.9.1

The Board considered and approved the recommendations of the Committee for placement of the academic staff in senior scale as indicated below:

Sl.No.	Details of Meeting	Date of Meeting
1.	Lecturer in Mathematics	03-07-1998
2.	Lecturer in History	03-07-1998
3.	Lecturer in Library Science	03-07-1998
4.	Assistant Regional Directors	03-07-1998
5.	Lecturer in Political Science	06-08-1998
6.	Lecturer in Rural Development	06-08-1998
7.	Lecturer in Women's Education	06-08-1998
8.	Lecturer in Hindi	14-08-1998
9.	Assistant Regional Directors	25-08-1998
10.	Assistant Librarian	25-08-1998

ITEM NO. 10 TO CONSIDER THE CONFIRMATION OF ACADEMIC STAFF.

BM 60.10.1 The Board considered and approved the confirmation of the academic staff as under:

S.No.	Name & Designation	Date of Joining	Date of completion of probation
1.	Dr. Ranganath Nandyal Joint Director	2.7.97	1.7.98
2.	Dr. Sitansu Sekhar Jena Regional Director	30.6.97	29.6.98
3.	Dr. Nawal Kishore Reader in Management	7.7.97	6.7.98
4.	Dr. Pawan Kumar Singh Reader in Management	6.8.97	5.8.98
5.	Dr. Indrani Lahiri Assistant Director (RSD)	1.1.97	31.12.97
6.	Dr. M. Shanmugam ARD, Ahmedabad	11.4.97	10.4.98
7.	Dr. Anil Dimri ARD, Guwahati	17.4.97	16.4.98
8.	Dr. (Mrs.) Asha Khare ARD, Jaipur	30.12.96	29.12.97
9.	Sh.N. Venkateshwarlu Lecturer in Mechanical Engg.	8.5.97	7.5.98
10.	Dr. A.N. Tripathy ARD, Karnal	6.12.96	5.12.97
11.	Sh. A. Varadarajan ARD, Delhi	20.12.96	19.12.97
12.	Dr. (Mrs.) Kanan Sharma ARD, Delhi	26.12.96	25.12.97
13.	Dr. M. Krishnaiah ARD, Delhi	17.4.97	16.4.98

BM 60.10.2 Opinions were expressed that the process of assessment of employees during probation period may be carried out based on careful and objective assessment. The members requested the Vice-

Chancellor to look into this aspect for developing an effective and objective mechanism in order to evolve a quantifiable performance indicators in a prescribed evaluation format for every employee of the University.

ITEM NO. 11 TO CONSIDER THE RECOMMENDATIONS/PROCEEDINGS OF THE 7TH MEETING OF THE STUDENT SUPPORT SERVICES COMMITTEE HELD ON AUGUST 7, 1998.

BM 60.11.1 While considering this item, the Vice-Chancellor informed the Board that he has engaged the services of a person to study the Student Support Services with particular reference to the services offered at the Regional Centres and Study Centres. This Report is likely to be available with the University in November, 1998. The Vice-Chancellor also informed that he has scheduled a "Brain Storming" session to discuss the report when submitted and he will make a report to the Board of the outcome.

BM 60.11.2 The members, while welcoming the study undertaken, were of the view that as members of apex policy making body viz. Board of Management, there should be more flow of meaningful information to the members so that they are apprised as to what has been happening in the Regional Centres/Study Centres and in various Schools/Divisions and in what directions, the University Programmes are being implemented through these support services.

BM 60.11.3 The members desired that a self-contained and comprehensive progress reports covering the activities of each Division/School may be placed at regular intervals before the Board of Management.

BM 60.11.4 In the context of above discussions, the Board decided that Advisory Committees for each Regional Centre to oversee and evaluate the performance and suggested the following composition of the Committee:

- (i) A Member of the Board of Management to be nominated by the Vice-Chancellor - Chairman.
- (ii) One or two persons having knowledge and experience in the educational field especially distance education to be nominated by the Vice-Chancellor, IGNOU on the recommendations of the Regional Director concerned.

(iii) The Regional Director concerned - Convenor.

BM 60.11.5 Taking into account the discussions, it was suggested that a meeting of the Student Support Services Committee be convened soon to consider the issues raised and a detailed Report presented to the Board.

BM 60.11.6 The Board noted the Minutes of the 7th Meeting of the Student Support Services Committee and approved the decision taken under Item No. 3 of the above meeting in the establishment/bifurcation of Regional Centres as indicated below:

(i) Bifurcation of Delhi Regional Centre into two Regional Centres, i.e., Delhi (North) and Delhi (South).

(ii) Shifting of Regional Centre of Ghaziabad to Dehradun.

ITEM NO. 12 TO CONSIDER AND APPROVE THE ADOPTION OF PENSIONARY BENEFITS FOR IGNOU EMPLOYEES.

BM 60.12.1 The Board considered and approved the adoption of guidelines issued by the Ministry of Personnel, Public Grievances and Pensions vide Resolution dated 30-9-1997 regarding pensionary benefits for IGNOU employees.

ITEM NO. 13 TO RATIFY THE ACTION TAKEN BY THE VICE-CHANCELLOR IN RETAINING THE SERVICES OF SHRI D.C. PANT, DIRECTOR, SR&E DIVISION.

BM 60.13.1 The Board ratified the action taken by the Vice-Chancellor in retaining the services of Shri D.C. Pant, Director, SR&E Division w.e.f. September 01, 1998.

BM 60.13.2 After a detailed discussion on the type and nature of functions performed by the Director, SR&E, the Board decided that the post of Director, SR&E should be treated as an academic post henceforth.

ITEM NO. 14 TO RATIFY THE ACTION TAKEN BY THE VICE-CHANCELLOR IN APPOINTING MS. ANNU J. THOMAS AS DEPUTY DIRECTOR IN VICE-CHANCELLOR'S SECRETARIAT.

BM 60.14.1 The Board noted that the Vice-Chancellor, in exercise of his powers under Statute 2(9)(iii) of

the Statutes of the University, had appointed Ms. Annu J. Thomas as Deputy Director in Vice-Chancellor's Secretariate for a period of six months in the pay scale of Rs.3700-5700 (pre-revised) purely on temporary and adhoc basis against the vacant post of Deputy Registrar.

BM 60.14.2 The Board taking into account the need for the services of a Deputy Director in the Vice-Chancellor's Secretariate as explained by him, and having noted that Ms. Annu J. Thomas holds a substantive post of Lecturer (Senior Scale) in the University, approved her appointment to the post of Deputy Director until the Vice-Chancellor requires her services.

ITEM NO. 15 TO RATIFY THE ACTION TAKEN BY THE VICE-CHANCELLOR IN APPOINTING A COMMITTEE FOR THE ENFORCEMENT OF GENDER EQUALITY OF WOMEN IN WORK PLACE.

BM 60.15.1 The Board noted the action taken by the Vice-Chancellor in appointing a Committee for the enforcement of gender equality of women in work place.

BM 60.15.2 The Board suggested that a member from a Non-Governmental Organisation (NGO) be included on the Committee.

ITEM NO. 16 TO RATIFY THE ACTION TAKEN BY THE VICE-CHANCELLOR IN APPOINTING THE TASK FORCE FOR THE DISADVANTAGED GROUPS.

BM 60.16.1 The Board noted the action taken by the Vice-Chancellor in appointing a Task Force for the disadvantaged groups.

ITEM NO. 17 TO NOTE THE MINUTES OF THE 21ST MEETING OF THE PLANNING BOARD.

BM 60.17.1 The Item was deferred.

ITEM NO. 18 TO RATIFY THE ACTION TAKEN BY THE VICE-CHANCELLOR IN APPOINTING THE TASK FORCE FOR STUDENT SUPPORT SERVICES.

BM 60.18.1 The Board noted the steps taken by the Vice-Chancellor in appointing a Task Force for strengthening Student Support Services and also noted the actions taken by the said Task Force. In this connection, while noting the action taken

by the Vice-Chancellor, the Board felt that the Vice-Chancellor is fully competent to appoint any Task Force for strengthening the Student Support Services and the actions of the Task Force as outlined in the agenda note were taken on record.

ITEM NO. 19 TO REPORT ON THE RESIGNATION OF DR. SURESH CHANDRA.

BM 60.19.1 The Board ratified the action taken by the Vice-Chancellor in accepting the resignation of Dr. Suresh Chandra, Reader in Physics, School of sciences, to join his new post, Professor of Physics in Swami Ramanand Teerth Marathwada University, Nanded, with effect from 1-7-1998 (FN). The Board also ratified the action of the Vice-Chancellor in waiving the requirement of notice period.

ITEM NO. 20 TO REPORT FOR RATIFICATION THE MoUs SIGNED BETWEEN:

- (i) IGNOU AND MAULANA AZAD NATIONAL URDU UNIVERSITY (MANU).
- (ii) IGNOU AND COMMONWEALTH YOUTH PROGRAMME ON BEHALF OF COMMONWEALTH SECRETARIAT.
- (iii) IGNOU AND ACTS MINISTRY.
- (iv) IGNOU AND HARYANA INSTITUTE OF PUBLIC ADMINISTRATION, GURGAON.
- (v) IGNOU AND THE INDIAN INSTITUTE OF BANKERS, MUMBAI.

BM 60.20.1 The Board ratified the signing of MoUs (Appendix - 2) signed between :

- (i) IGNOU and Maulana Azad National Urdu University (MANU).
- (ii) IGNOU and Commonwealth Youth Programme on behalf of Commonwealth Secretariat.
- (iii) IGNOU and Acts Ministry.
- (iv) IGNOU and Haryana Institute of Public Administration, Gurgaon.
- (v) IGNOU and the Indian Institute of Bankers, Mumbai.

BM 60.20.2

Some of the members felt that the benefits accruing to the University through these MoUs may be reported to the Board in future.

ITEM NO. 21

TO RATIFY THE ACTION TAKEN BY THE VICE-CHANCELLOR:

- (i) IN CHANGING THE MODE OF APPOINTMENT OF PROF. R.P. HOODA, DIRECTOR (ACADEMIC COORDINATION) AND HIS PAY FIXATION.
- (ii) IN REPATRIATING DR. R.P. HOODA, DIRECTOR (ACADEMIC COORDINATION) TO HIS PARENT ORGANISATION.

BM 60.21.1

The Board considered and ratified the action taken by the Vice-Chancellor in -

- i) changing the nature of appointment of Prof. R.P. Hooda to deputation and the pay-fixation in accordance with the recommendations of the Selection Committee (fixing his pay after allowing him three increments over the pay he was drawing in Kurukshetra University); and
- (ii) in his repatriation to the parent Organisation i.e. Kurukshetra University.

ITEM NO. 22

TO REPORT ON THE INAUGURATION OF BANK AND POLICE POST BUILDING INSIDE THE IGNOU CAMPUS.

BM 60.22.1

It was reported that the University had constructed a two storey building for the Bank and the Police Post. The ground floor is for the Bank and the first floor is for the Police Post respectively. It was stated that the Vice-Chancellor had inaugurated the Police Post on September 18, 1998 in the presence of Shri Amod Kanth, Joint Commissioner of Police. The building is leased to Police at a token rent of Rs.1 per month and the University had also agreed for bearing the electricity and water charges till the Police authorities sanction the post on regular basis.

ITEM NO. 23

TO CONSIDER AND APPROVE THE TERMINATION OF LIEN OF DR. SISIR BASU TO THE POST OF "RESEARCH OFFICER".

BM 60.23.1

The Board considered and approved the termination of lien of Dr. Sisir Basu to the post of Research Officer w.e.f. 27-06-1996 treating it as technical resignation.

- ITEM NO. 24 TO RATIFY THE ACTION TAKEN BY THE VICE-CHANCELLOR IN APPROVING RESIDENTIAL TELEPHONE WITH STD FACILITY TO DR. A.K. AGGARWAL, CHIEF VIGILANCE OFFICER, IGNOU.
- BM 60.24.1 The Board ratified the action taken by the Vice-Chancellor in approving residential telephone with STD facility to Dr. A.K. Aggarwal, Chief Vigilance Officer, IGNOU.
- BM 60.24.2 While giving its approval, the Board suggested that such matters of routine and trivial nature may be dealt with administratively and should not be brought before the Board in future.
- ITEM NO. 25 TO RATIFY THE ACTION TAKEN BY THE VICE-CHANCELLOR IN APPROVING THE QUALIFICATIONS FOR THE POST OF DIRECTOR, SR&E, AND RELEASE OF ADVERTISEMENT.
- BM 60.25.1 While approving the qualifications (Appendix - 3), the Board felt that, in view of the decision taken under Item No.13, it may not be necessary to take further action on the advertisement.
- ITEM NO. 26 ACTION REPORT ON SHARING OF IGNOU LEARNING PACKAGES WITH STATE OPEN UNIVERSITIES AND DISTANCE EDUCATION INSTITUTES.
- BM 60.26.1 The Board noted the action taken report on sharing of IGNOU learning packages with State Open Universities and distance education institutes and approved the drafts of agreement forms (Appendix - 4) as listed below:
- (i) Agreement of Bulk Purchase
 - (ii) Acquisition of Reproduction Rights
 - (iii) Acquisition of Adaptation Rights
 - (iv) Acquisition of Translation Rights
- ITEM NO. 27 TO REPORT ON THE ENGAGEMENT OF DR. J.K. BANERJEE AS CONSULTANT (PART TIME) BEYOND TWO YEARS.
- BM 60.27.1 The Board ratified the action taken by the Vice-Chancellor in engaging the services of Dr. J.K. Bannerji as Consultant (Part time) for another period of six months with effect from 15-9-1998 on a consolidated amount of Rs.7500/- per month in the School of Health Sciences.

ITEM NO. 28

TO CONSIDER EXTENSION OF BENEFITS TO THREE EDITORS FROM THE DATE OF SUCH MERGER TO THE POST OF PRODUCER.

BM 60.28.1

The matter was considered. It was stated that since the post of Editor was merged with that of the Producers, consequential benefits be extended to the incumbent Editors from the date of the decision of the Board of Management i.e. 17-06-1993 for drawing pay and respective seniority in the cadre of Producers instead of giving them these benefits from the date of promotion i.e. 28-10-1994. In this context, it was also stated that the posts of Editors being in the pay scale of Rs.2000-3500 were in a higher pay scale as compared to that of Production Assistants whose pay scale is Rs.1640-2900. Having considered the matter, the Board decided to give the benefit of pay scales and the seniority with effect from 17-06-1993 to the following three Editors whose post has since been merged with the post of Producer:

- (i) Dr. Asad Nizam
- (ii) Shri D.B. Rana
- (iii) Shri Venkatraman

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

(ABDUL W. KHAN)
Vice-Chancellor