

# IGNOU

## MINUTES OF THE 56<sup>TH</sup> MEETING OF THE ESTABLISHMENT COMMITTEE HELD ON JUNE 04, 2009 AT 3.45 P.M. IN THE BOARD ROOM, BLOCK NO.8, IGNOU CAMPUS, MAIDAN GARHI, NEW DELHI – 110 068

The following were present:

1. Prof. V.N. Rajasekharan Pillai, Vice-Chancellor - Chairman
2. Prof. Parvin Sinclair, PVC - Member
3. Prof. Manohar Lal, Director, SOCIS - Member
4. Prof. Shatrughna Kumar, SOH - Member
5. Shri Sudhir Kumar Arora, Lib.& Documentation Div. - Member
6. Shri U.S. Tolia, Registrar (Admn) - Member-Secretary

Shri R. Thyagarajan, Dy. Registrar (Establishment) was present to assist the Member-Secretary.

At the outset, the Chairman welcomed the members to the 56<sup>th</sup> Meeting of the Establishment Committee.

The following items on the Agenda were taken up for consideration, ad seriatim:

### **ITEM NO. 1 TO CONFIRM THE MINUTES OF THE 55<sup>TH</sup> MEETING OF THE ESTABLISHMENT COMMITTEE HELD ON MARCH 30, 2009 AND TO NOTE THE ACTION TAKEN THEREON**

**EC 56.1.1** Registrar (Admn) informed that the minutes of the 55<sup>th</sup> meeting of the Establishment Committee were circulated to the members. Certain comments were received from Prof. Parvin Sinclair, PVC and Member of the Establishment Committee in regard to Res. No.EC 55.4.3 for filling up all the posts in the Legal Cell through direct recruitment mode. The matter was also clarified in the 99<sup>th</sup> meeting of the Board wherein it was emphasized that the lateral/vertical positioning of the officials (i.e. general stream) to the Legal Cell should be properly examined/considered vis-a-vis persons having legal qualifications in order to regulate postings/appointments of such persons in the Legal Cell.

**EC 56.1.2** As the new pay scales, under the VIth Central Pay Commission have been implemented by the University, Prof. Parvin Sinclair, PVC proposed that it would be proper to refer only to the new pay structure viz. Pay Band and Grade Pay.

**EC 56.1.3** The Committee noted the action taken on the various recommendations of the 55<sup>th</sup> meeting of the Establishment Committee and confirmed the minutes of the 55<sup>th</sup> meeting held on 30.3.2009.

**ITEM NO. 2 TO CONSIDER THE RECOMMENDATIONS OF PROF. PARAKH COMMITTEE FOR EXTENDING THE BENEFIT OF PAY SCALE OF RS.5500-9000/- W.E.F. 01.01.1996 ON ACCOUNT OF MERGER OF THE POST OF JUNIOR TRANSLATOR WITH SENIOR TRANSLATOR**

**EC 56.2.1** The Registrar (Admn) requested Sh. R. Thyagarajan, Dy. Registrar (Estt) to present the item. Sh. Thyagarajan informed that the Hon. Vice Chancellor had constituted a Committee headed by Prof. J.M. Parekh, the then Director, SOH to examine the issue of extending the benefit of revision/merger of pay scales in respect of Sr. Translators. The said Committee recommended merger of the cadre of Jr. Translators with Sr. Translators w.e.f. 1.1.1996 & also that the merger should be from the cut off date or from the date of joining in the cadre (whichever is later). The Committee also recommended the following four cadres and the scales, in the Translator cadre:

(i) Sr. Translators	Rs. 5500-175-9000
(ii) Translation Officer	Rs. 6500-200-10500
(iii) Asstt. Registrar (Trans.)	Rs. 8000-275-13500
(iv) Dy. Registrar (Trans.)	Rs. 12000-375-18300

The said recommendations of the Committee were placed before the 51<sup>st</sup> meeting of the Establishment Committee & were duly accepted by the Committee with minor modifications. Since it was silent regarding extension of the benefits of the pay scale of Rs. 5500/- to Sr. Translators w.e.f. 1.1.1996, the matter was again placed before the 54<sup>th</sup> meeting of the Establishment Committee, which desired that the implications of the merger benefits (merger of posts of Jr. Translator and Sr. Translator) and the extension of the pay

scales of Rs.5500-9000 to Sr. Translators w.e.f. 1.1.1996 be assessed. It was informed that the proposal would have no bearing/implication on the other cadres in the University and the financial implication would be about Rs.50,000/- per annum in respect of four officials.

**EC 56.2.2** The Committee after considering the matter in detail decided that the matter may be reviewed in order to ensure that the proposal does not adversely impact similarly placed other cadre(s) of the University.

**ITEM NO. 3 TO COUNT THE PERIOD OF PAST SERVICE RENDERED BY DR. B.M. AGRAWAL, DEPUTY DIRECTOR FOR PENSIONARY BENEFITS IN IGNOU**

**EC 56.3.1** The Committee noted that pro rata retirement dues in respect of past service rendered by Dr. B.M. Agrawal from 15.6.1974 to 12.7.1990 have been remitted by the previous employer to the University and other conditions under Statute 23 have been fulfilled. Accordingly, the Committee approved the proposal for counting of past services rendered by Dr. B.M. Agrawal from 15.6.1974 to 12.7.1990 with Madhyamik Shiksha Mandal, Madhya Pradesh, Bhopal for pensionary benefits in the University.

**ITEM NO. 4 TO COUNT THE PERIOD OF PAST SERVICE RENDERED BY DR.(MRS.) DIDCY LALOO, REGIONAL DIRECTOR FOR PENSIONARY BENEFITS IN IGNOU**

**EC 56.4.1** The Committee noted that the pro-rata retirement benefits in respect of the services rendered by Dr.(Mrs.) Didcy Laloo from 1.9.1972 to 30.11.1997 has been remitted by the previous employer to the University and other conditions under Statute 23 have been fulfilled. Accordingly, the Committee approved the proposal for counting of past services rendered by Dr. Didcy Laloo from 1.9.1972 to 30.11.1997 with the Govt. of Maghalaya for pensionary benefits in the University.

**ITEM NO. 5 TO COUNT THE PERIOD OF PAST SERVICE RENDERED BY DR. KIRAN SANKAR CHAKRABORTY, REGIONAL DIRECTOR FOR PENSIONARY BENEFITS IN IGNOU**

**EC 56.5.1** The Committee noted that the pro-rata retirement benefits in respect of the services rendered by Dr. Kiran Sankar Chakraborty from 25.11.1985 to 27.8.2002 has been remitted by the previous employer to the University and other conditions under Statute 23 have been fulfilled. Accordingly, the Committee approved the proposal for counting of past services rendered by Dr. Kiran Sankar Chakraborty from 25.11.1985 to 27.8.2002 with the Govt. of Tripura, Agartala for pensionary benefits in the University.

**ITEM NO. 6 TO CONSIDER THE REQUEST OF RE-DESIGNATED COMPUTER OPERATOR GRADE-I (DEO-C) FOR GRANT OF PAY SCALE OF RS.5000-8000 FROM THE DATE OF THEIR JOINING INSTEAD OF 15.7.1999**

**EC 56.6.1** Sh. R. Thyagarajan, Dy. Registrar (Estt) informed that appointments to the post of Computer Operators Gr.-II in the scale of Rs.1150-1500 (pre-revised) were made in the years 1995, 1997, 1998 through open recruitment. The qualification for the post of Computer Operator Gr.-II was/is 12<sup>th</sup> Standard, though some of the Computer Operator Gr.-II had higher qualification like Graduation etc. Subsequently, all the existing Computer Operators who were Graduate in the Grade CO-II were given the designation of Computer Operator Gr-I in the pay scale of 1350-2200 (pre-revised) in place of 1150-1500 (pre-revised) w.e.f. 15.7.1999. These Computer Operators are now pressing for grant of the higher scale of 1350-2200 (pre-revised) from the date of their appointment in the initial cadre of Computer Operator Gr-II instead of 15.7.1999. The request of the Computer Operators Gr-I was referred to Prof. Saraswat Committee which was of the opinion that the demand of the Computer Operators Gr-II was not justified. The recommendations of Prof. Saraswat Committee were placed before the Board which directed that the matter be placed before the Finance Committee for examination. The matter, however, was not placed before the Finance Committee since it was advised by the Finance Division that the proposal be considered by the Establishment Committee before being

placed before the Finance Committee. Finally, the Establishment Committee at its 54<sup>th</sup> meeting considered the proposal.

The Committee desired to know the implication of the proposal and the pay anomalies if any, in granting the scale of Rs.5000-8000 (pre-revised) to the re-designated Computer Operator Gr-I (38 in all) from the date of their joining in the University instead of 15.7.1999 already given to them. The financial implication of the demand of Computer Operators Gr-I would be about Rs.23 lakhs approx.

Besides, in case the demand of the re-designated Computer Operators for grant of pay scales, with effect from the date of their joining was agreed, this will result in an anomalous situation where the senior would be drawing less pay than his juniors.

**EC 56.6.2** Keeping the complexities of the issue in view, the Establishment Committee decided that a two member Expert Committee may be constituted, comprising one Senior Technical Expert from IGNOU and one Technical Expert from the organizations such as NIC, C-DAC, to review and give its recommendations for further consideration by the Establishment Committee with the approval the Hon. Vice-Chancellor.

**ITEM NO. 7 TO CONSIDER THE CASE OF LIFTING OF PROBATION AND CONFIRMATION OF GROUP-A OFFICERS**

**EC 56.7.1** The Committee considered the proposal for lifting of probation of certain Group-A officers in the University. The Committee noted that the performance reports and vigilance clearance reports have already been obtained and placed on record in respect of the eligible Officers. The Committee approved the cases for lifting of the probation as per the details in **Appendix** (as per Agenda Note).

**ITEM NO.8 TO CONSIDER THE REPORT OF THE ANOMALY  
COMMITTEE OF THE UNIVERSITY  
(Tabled Item)**

**EC 56.8.1** It was decided to defer this Item for detailed discussions in the next Establishment Committee meeting.

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

**(U.S. TOLIA)  
Member-Secretary**