

<b>Agenda Item No. 49.01</b>	<b>TO CONFIRM THE MINUTES OF MEETING OF THE 48<sup>th</sup> FINANCE COMMITTEE OF THE INSTITUTE HELD ON 27.02.2017.</b>
	The minutes of meeting of 48 <sup>th</sup> Finance Committee held on 27.02.2017, were circulated among the members vide e-mail dated 10.03.2017, but no comments have been received by the Institute so far, from any member. The minutes are placed herewith at <b>Annexure-“A” from page No. 07 to 09</b> may be considered as confirmed.

<b>Agenda Item No. 49.02</b>	<b>ACTION TAKEN REPORT ON THE MINUTES OF MEETING OF THE 48<sup>th</sup> FINANCE COMMITTEE OF THE INSTITUTE HELD ON 27.02.2017.</b>
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<b>(41.05, 42.02, 44.02, 45.02, 46.02, 47.02 &amp; 48.02)</b>	<b>STATUS OF ALLOCATION OF FUNDS TOWARDS VARIOUS WORKS INCLUDING NEW CIVIL WORKS AT SLIET, LONGOWAL</b>	
	<b>DECISION</b>	<b>ACTION TAKEN</b>
	The committee noted the progress and observed that it is long pending issue and emphasized to adjust all the CPWD advances on or before 31 <sup>st</sup> March, 2017, positively. The committee noted that data for various agenda items was not given in a clear manner and in many cases was incomplete. The work-wise details giving name of work, estimated cost, completion cost, advance given, status whether completed or not, handing over/taken-over position must be included in the details.	Status report will be presented by Dean (P&D).
<b>(48.03)</b>	<b>TO CONSIDER THE CADRE RESTRUCTURING REPORT FOR NON-TEACHING EMPLOYEES OF SLIET, LONGOWAL.</b>	
	The committee discussed the matter in detail. It was pointed out ----- and other information provided in the document as correct. The committee was also informed that employees of the institute have approached the Honorable Punjab and Haryana High court for Pay scales at par	Cadre restructuring report is placed as separate Agenda Item.

	<p>with their counterpart who joined in Punjab Govt. scales. Consequently, the matter is Subjudice with High Court.</p> <p>Members of the Finance Committee directed the institute to verify the data and complete the process of mapping with similarly placed central institutes and expedite the process. Based on the offer by a member it was advised that Cadre restructuring could be got finalized from the Experts of Punjab Technical Education and Industrial Training (TE &amp; IT) department in this field within two weeks for which Additional Director (TE &amp; IT, Punjab) has assured to extend every possible help in the interest of Institute. DEA (T) pointed out that recruitment rules and cadre restructure may be applicable henceforth, once these are approved and notified. It was also resolved that report should be prepared in three sections (i) Posts requiring no Change, (ii) Posts requiring only change in nomenclature and (iii) the post requiring change in grade pay and nomenclature. All data submitted to the Finance Committee should be validated and certified to be correct. The Committee agreed to meet in three weeks to consider the final report.</p>	
<b>(48.04)</b>	<b>TO CONSIDER THE RECRUITMENT RULES-2016 FOR NON-TEACHING EMPLOYEES OF THE INSTITUTE PREPARED BY AN INTERNAL COMMITTEE CONSTITUTED UNDER THE CHAIRMANSHIP OF DR. J.S. DHILLON, PROFESSOR (EIE).</b>	
	<p>During discussions it emerged that the purpose of this agenda item was to put in place promotion rules for existing staff. It was resolved that separate promotion Rules be placed for consideration of the committee for existing non-teaching employees so that DPC could be conducted in time bound manner. It was also resolved that the vacant key non-teaching positions covered under UGC/MHRD may be filled up on deputation from Govt. departments on</p>	<p>Promotion rules for non-teaching employee placed as separate Agenda Item.</p>

	<p>priority basis either through direct recruitment or retired employees could also be re-employed so that functioning of Institute could be smoothened. This matter is required to be taken up in the next three weeks.</p> <p>A detailed agenda item to be put in for the next meeting of the committee.</p>	
<b>(48.05)</b>	<b>TO CONSIDER BUDGET ESTIMATES (BEs) FOR THE FINANCIAL YEAR 2017-18 UNDER HEAD REVENUE AND CAPITAL OF THE INSTITUTE.</b>	
	<p>It was informed by Dy. Educational Adviser (T) that budget for the year 2017-18 has already been earmarked with pending sanction in the ministry. The Institute is required to recast the budget proposals for the year on the basis of budget sanctions for the year 2017-18. It was resolved that the focus of the Institute should be to get the construction completed for the on-going works/Buildings during 2017-18.</p>	<p>The matter will be placed in the next finance committee meeting as the budget sanction for the year 2017-18 is still awaited.</p>

<b>Agenda Item No. 49.03</b>	<b>TO CONSIDER THE CADRE RESTRUCTURING REPORT FOR NON-TEACHING EMPLOYEES OF SLIET, LONGOWAL.</b>	
	The cadre restructuring report will be placed and presented during the FC meeting.	
<b>Agenda Item No. 49.04</b>	<b>TO CONSIDER THE PROMOTION RULES AND MACP FOR THE NON TEACHING EMPLOYEES OF THE INSTITUTE.</b>	
<b>(A)</b>	<b>PROMOTION RULES</b>	
	The promotion rules for non-teaching employees will be placed and presented during the FC meeting.	

<b>(B)</b>	<b>MACP TO THE EMPLOYEES THOSE WHO SWITCHED OVER TO CENTRAL PAY SCALES</b>
	<p>The MHRD, New Delhi vide letter F.No.10-34/2008 TS IV(Pt) dated 8<sup>th</sup>/15<sup>th</sup> March, 2011 had accorded its approval for mapping of Pay Scales for non-teaching employees working under Punjab Pay Scale at SLIET. A copy of the letter dated 8<sup>th</sup>/15<sup>th</sup> March, 2011 is attached at <b>Annexure- “B” Page No. 10-13</b>. In this letter certain conditions were specified such as:</p> <p>“The pattern of emoluments i.e. pay scales and allowances are identical to those of Central Govt. employees, and the other conditions of services of employees of the Institute are similar to those in Central Govt. departments.”</p> <p>“As regards, career progression scheme, the Institute will implement only the Central Govt. approved modified assured career progression scheme.”</p> <p>MHRD had set up a two member committee vide letter dated May 6, 2014 to examine the cases of Mapping. The two member committee submitted the report to MHRD on the basis of which a letter dated 14<sup>th</sup> November, 2014 was received from the MHRD. Four employees of the Institute were suspended and later on charge sheets were issued to them. Sh. Amarjit Singh Katari, Addl. Distt. &amp; Session Judge (Retd.) was appointed as Inquiry Authority in their cases. The Inquiry Report submitted by the Inquiry Authority was placed in the 23<sup>rd</sup> meeting of the Board of Management held on 07.10.2016. The Board of Management accepted the Inquiry Report and asked the Institute to take corrective action on mapping as per the findings of the Inquiry Report and MACP would be strictly as per Govt. of India guidelines on the basis of corrections of mapping.</p> <p>One of the affected employee, Mr. Jaswinder Singh , Technician (Workshop) on 21.02.2017 has given notice of indefinite hunger strike w.e.f. 28.02.2017, if benefits of second MACP is not given upto 27.02.2017 (Copy placed at <b>Annexure- “C” Page No. 14</b>). The suitable reply with a request not to sit on hunger strike was given to Mr. Jaswinder Singh vide letter No.SLIET/Admn./2017/6074-78 dated 27.02.2017 (Copy placed at <b>Annexure- “D” Page No. 15</b>). A meeting of both the Association Presidents and General Secretary with Dr. D.K. Paliwal, DEA (T), MHRD, New Delhi was convened on 27.02.2017 at 2.30 P.M., but no one turn up (Copy placed at <b>Annexure- “E” Page No.16</b>).</p> <p>Despite the letter dated 27/2/2017 issued to Sh. Jaswinder Singh, he started indefinite hunger strike from February 28, 2017.</p>

In order to diffuse the situation the Director alongwith Deans, Registrar, HODs appealed to these employees to call off the indefinite hunger strike supported by the indefinite strike observed by SEWA and SEA. Meetings with the Associations did not materialized into any fruitful results.

In order to redress the grievances of granting MACP, a committee was also constituted to review the Point No. 5 & 6 of the report submitted by the committee constituted vide Office order dated 03.06.2016 for grant of 2<sup>nd</sup> MACP in respect of the employees, who have switched over to Central Government Pay Scales from Punjab Government Pay Scales (Copy placed at **Annexure- "F" Page No. 17**). The Committee had submitted its report on 04.03.2017 and recommendation of the committee is as under:-

“The committee recommends to grant 2<sup>nd</sup> MACP to the 07 employees mentioned at Annexure-I, provisionally, with effect from the dates mentioned under column No. 12 against their name except employee mentioned at Sr. No. 6, subject to re-fixation of pay/re-mapping of pay scales in terms of MHRD Letter F. No. 10-34/2008 TS VII dated 14<sup>th</sup> November, 2014 and in terms of decision taken by the BoM in its 23<sup>rd</sup> meeting held on 07.10.2016. However, the grant of 2<sup>nd</sup> MACP to the person at Sr. No. 6 will considered separately as per Rules-18 of Office memorandum No. 35034/3/2008-Estt.(D) dated 19<sup>th</sup> May, 2009 issued by the DoPT”.

The recommendations of the Committee are placed at **Annexure- "G" Page No. 18-19 alongwith related documents from page 20-41.**

Officer Orders No. Admn./2017/6087-6101 dated 06.03.2017 & No. SLIET/Admn./2017/6102-6110 dated 06.03.2017 were issued after making provisional corrections in the grade pay of employees, on the basis of the inquiry report of the Judge. In the meeting with District Administration, Sangrur, it was resolved to keep the stated office orders in abeyance and seek the grievances of employees through a notice and accordingly Vide Notice No. SLIET/3380 dated 07.03.2016 the office order No. 6087-6101 dated 06.03.2017 was kept in abeyance. (Copies of Office Orders are placed at **Annexure- "H" Page No.42-44**). Accordingly the grievances of employees were sought and received. One such representation of Sh. Jaswinder Singh, Technician has been placed from **page no. 45-62**. The representation of other 05(five) Technicians are exactly the same. It is requested that grievances of the employees may be considered alongwith the office order for the grant of MACP to seven employees and letter dated 06.03.2017 for appropriate decision.

Protest of both the Associations ended on 10.03.2017, as Dr. Sanjay

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	<p>Marwaha, Professor (E.I.E) has been assigned the additional duties of the Registrar in the public interest and keeping in view the prevailing circumstances, till the next Board of Management meeting is convened to take up the matters pertaining to the non-teaching employees vide Office Order No. SLIET/Dir/3416-3420 dated 10.03.2017 (Copy placed at <b>Annexure - "I" - Page No.63</b>). However, additional duties of Professor In-charge (Legal) and Controller Vehicle have been retained with Dr. Sanjeev Bansal, Professor (M&amp;H).</p> <p>It is further proposed that correction of Mapping as per the decision of Board dated 07.10.2016 may be carried out through an Internal Committee alongwith one representative of MHRD.</p> <p>Submitted for consideration and appropriate decision.</p>
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**AGENDA ITEM NO.49.03**

<b>Agenda Item No. 49.03</b>	<b>TO CONSIDER THE CADRE RESTRUCTURING REPORT FOR NON-TEACHING EMPLOYEES OF SLIET, LONGOWAL.</b>
	<p>The committee constituted for preparing the Cadre Restructuring Report for Non-teaching employees has submitted its report. A copy of the Cadre Restructuring Report is attached as <b>APPENDIX-I (Page No.1 to 41)</b>. The Cadre Restructuring Report is mainly consisting of the following three components :-</p> <ol style="list-style-type: none"> <li>1. Proposed Cadre Restructured of posts(with source of RR) based on faculty strength and justifications for surrendering the posts and creating the new posts.</li> <li>2. Proposed essential qualifications for the restructured posts.</li> <li>3. Financial implications at entry level.</li> </ol> <p>The cadre restructuring report is placed before the Finance Committee for consideration.</p>

**AGENDA ITEM NO.49.04(A)**

<b>Agenda Item No. 49.04(A)</b>	<b>TO CONSIDER THE PROMOTION RULES FOR THE NON TEACHING EMPLOYEES OF THE INSTITUTE.</b>
	<p>The committee constituted for preparing the Cadre Restructuring Report for Non-teaching employees was also entrusted with the assignment to put up a proposal for Promotion Rules for categories of non-teaching employees, who could not be considered for promotion under one time measure during the year 2014. Accordingly, the committee has submitted its report, which is placed at <b>APPENDIX-II (Page No.42 to 51)</b>. The report contains comparison of the promotion rules with the Recruitment Rules which were considered for promotions in the year 2014.</p> <p>The promotion rules for some categories of non-teaching employees is placed before the Finance Committee for consideration.</p>