

**MINUTES OF 12TH STANDING COMMITTEE OF BOARD ON ESTABLISHMENT
MATTERS ON 02ND SEPTEMBER, 2013 AT 3.30 P.M. AT NIFT HEAD OFFICE**

Members Present :

- 1 Mrs. Kiran Dhingra, Chairperson-BOG NIFT -- In chair
- 2 Mrs. Namita Chowdhary
- 3 Mrs. Monika S. Garg, Joint Secretary (MOT)
- 4 Mr. P.K. Gera, DG-NIFT

Leave of Absence:

Leave of absence was granted to the following members:

- 1- Mr. N.K. Singh, Member of Parliament
- 2- Mr. Sabysachi Mukerjee,

AGENDA ITEM NO. 1201

**TO CONFIRM THE MINUTES OF THE 11TH MEETING OF THE STANDING
COMMITTEE OF BOARD ON ESTABLISHMENT MATTERS HELD ON 28TH
NOVEMBER, 2012 AT NIFT HEAD OFFICE, NEW DELHI**

The minutes of the 11th Meeting of Standing Committee of Board on Establishment Matters were confirmed. However, the Committee made the following observations:

- Agenda item No. 1103 regarding regularization of temporary appointment on higher pay scales beyond 03 months, Committee desired that a list of all such cases may be presented in every meeting for perusal of members. It was also felt that such lists be placed before the Board for information of the members.
- Agenda Item No. 1104 regarding the extension of contract of faculty and officials for a period of 03 years in NIFT and the appointment of Shri. Alokesh Ray, Assistant Professor beyond the age of 60 years, the Committee desired that the issue had ramifications as well as potential for controversy and may therefore be placed before the Board of Governors (BOG) in its next meeting.
- Agenda Item 1105 regarding the status of Recruitment of faculty, the Committee desired that in order to study seemingly contradictory regulations and recruitment procedures, an organizational chart indicating the no. of students and faculty with reference to ratio of 15:1, the status of regular & contract faculty with reference to the ratio of 1:1 and the no. of Professors, Associate Professors and Assistant Professors working in each campus with reference to inter-se faculty ratio of Professors, Associate Professors and Assistant Professor of 1:2:4 be placed before the Committee.

AGENDA ITEM NO. 1202

**AGENDA FOR AMENDMENT OF REVIEW AUTHORITY OF THE CHIEF VIGILANCE
OFFICER , NIFT**

The Committee approved the proposal for making amendments in the Chapter-8 of Establishment Manual in regard to the review of APAR of Chief Vigilance Officer, NIFT by the Secretary, Textiles before sending it to the CVC for writing his/her remarks as Accepting Authority.

AGENDA ITEM NO. 1203

AGENDA FOR AMENDMENT OF REVIEW AUTHORITY OF THE ANNUAL PERFORMANCE APPRAISAL REPORT (APAR)

The Committee desired that the issue be examined in detail and the procedure being followed by other similar institutes be ascertained before suggesting the amendment in Composition of the Reviewing Committee for review of APAR of officials whose performance is reported by the DG. The APAR of all officials whose performance has been reported by DG for the year 2012-13 were not reviewed by the Committee as the present Committee was reconstituted on 15th July, 2013. It was decided to place a certificate stating that "APAR could not be reviewed as the review Committee for the period 2012-2013 has demitted the office".

AGENDA ITEM NO. 1204

PROPOSAL FOR ENGAGING RETIRED OFFICERS, WHO WERE HOLDING ANALOGOUS POST IN PURELY GOVERNMENTAL ORGANISATION AS OSD AGAINST SANCTIONED TEACHING/ ADMINISTRATIVE POSTS.

The Committee approved the proposal for meeting staff shortages by engagement, as OSDs against sanctioned posts only, of officers who had retired from analogous posts in Governmental Organisation and not reached the age of 65 years. The terms and conditions prescribed in para 3 to 7 of the Annexure-I of the Agenda were approved subject to the condition that DG-NIFT would be empowered to engage a person for initial one year on contract. Such engagements would be done after failure to find a suitable candidate as per Recruitment Rules by inviting applications through open advertisement on at least 02 occasions.. Performance of the retired employee would be reviewed by the DG after six months and if found satisfactory, the proposal for extension of contract to the whole year would be submitted to the Committee.

The Committee could consider extension of contract to one year, and in expedient or deserving cases, to three years. The period of contract would in no case exceed 03 years from the date of initial engagement.

The Committee also desired that the decision be put up in the next board meeting for their ratification.

AGENDA NO. 1205

PROPOSAL FOR GRANT OF LUMPSUMP INCENTIVE FOR ACQUIRING HIGHER QUALIFICATION

The Committee recognized that acquiring higher qualification would be in the interest of employee and NIFT but felt that grant of proposed financial incentive may not be the best way to motivate the employee/faculty for acquiring higher educational qualification.

AGENDA NO. 1206

**PROPOSAL FOR REVISION IN FACULTY COMPETENCY DESCRIPTIONS IN
RELEVANT AREAS OF EDUCATIONAL QUALIFICATIONS IN THE RECRUITMENT
RULES.**

The Committee approved the proposal but desired that the proposal, being an Academic matter, be placed before the Senate. If Senate approved the proposal, the issue may be placed before BOG for approval. However, in case, the Senate had a different view, the same may be placed before the Establishment Committee again.

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