

MINUTES OF THE 11TH MEETING OF THE STANDING COMMITTEE OF THE BOARD ON THE ESTABLISHMENT MATTERS OF NATIONAL INSTITUTE OF FASHION TECHNOLOGY HELD ON 28TH NOVEMBER, 2012 AT 10:30 A.M. AT NIFT, HEAD OFFICE, NEW DELHI

MEMBERS PRESENT:

1. Sh. Venu Srinivasan, Chairman BOG
2. Sh. Prem Kumar Gera, Director General, NIFT
3. Smt. Archana S. Awasthi, Director (HO) & Member Secretary

LEAVE OF ABSENCE:-

Leave of absence was granted to the following members:

1. Shri N.K. Singh, Hon'ble M.P., Rajya Sabha
2. Smt. Deepa Dasmunsi, Hon'ble M.P., Lok Sabha
3. Smt. Monika S. Garg, Joint Secretary, MoT
4. Shri A. Sakthivel, Chairman, M/s Poppys Knitwear Pvt. Ltd.

AGENDA ITEM NO. 1101

Confirmation of the minutes of the 10th Meeting of the Standing Committee of the Board on the Establishment Matters of NIFT held on 3rd September, 2012 at NIFT, HO, New Delhi

After noting that no comments or changes were proposed, the minutes of the 10th Meeting of the Committee held on 3rd September, 2012 were confirmed.

AGENDA ITEM NO 1102

Action taken report on last Minutes of the Standing Committee of the Board on Establishment Matters of NIFT

The action taken report on the decision of the previous meeting was noted by the Committee. The Establishment Committee recalled that in its 9th meeting held on 23.07.2012, DG was advised to obtain a good robust legal opinion from a Senior Advocate and place before the Chairman for a decision. The EC was also informed that accordingly, a legal opinion had been obtained from Mr. Meet Malhotra, Senior Advocate, who has opined that Mr. Singh and others similarly situated as him ought to have been considered in the DPC's held in June, 2004 will have to be given retrospective promotion.

The EC further recalled that in its 9th meeting DG-NIFT and Chairman BOG were authorised to take a suitable decision with due care to interests of NIFT and Sh. V.P. Singh. Accordingly, a decision has been taken by the Chairman BOG and DG-NIFT that on the basis of legal opinion received from Mr. Meet Malhotra, Senior Advocate a review DPC for Mr. V.P. Singh and other similarly situated

faculty may be held as soon as possible and decision of the same may be placed before the Standing Committee.

AGENDA ITEM NO 1103

Regularization of the Temporary Appointment on a Higher Pay Scale beyond 3 months

The Establishment Committee was informed that with the introduction of the new Centres, there was an urgent need for appointment of officers at higher levels such as Directors, Registrar, Joint Director and others. The posts were advertised on multiple occasions but the vacancies could not be filled at senior level as suitable candidates were not found.

Due to the vacant posts at senior level, DG-NIFT approved that the charge of the higher posts be given to the existing officers of NIFT from time to time. As per DoPT guidelines this additional charge along with the additional pay can be given for 3 months only and for a period exceeding 3 months, the concurrence of the DoPT shall be obtained for the payment of the additional pay beyond the period of 3 months.”

But there were cases in past as given in the agenda notes to whom the higher responsibilities along with additional payment were given for more than 3 months. The Committee considered the same and granted its ex- post facto approval for regularization of the payment attached to the higher post beyond 3 months in respect of the Officers as detailed in the agenda notes in view of the duties performed by them for the higher post. The Committee also empowered DG NIFT to take such decisions in future and place them before the Board for information.

AGENDA ITEM NO 1104

Extension of Contract of Faculty and Official for a Period of three years in NIFT

Extension of contract of 1 Associate Professor, 6 Assistant Professors, 1 Steno Grade-II and 20 Research Assistant for a period of 3 years upto 30th June, 2015 was considered and noted by the Committee.

The Committee was also informed The contract of one faculty namely Sh. Alokesh Ray, Assistant Professor, NIFT Kolkata Centre has not been extended beyond December, 2013 as he is attaining the age of 60 years in December, 2013. However, after reviewing his performance it has been observed that the services of Sh. Alokesh Ray may further be engaged after December, 2013 till the age of 65 years on contract for a period of 3 years extendable by 2 years on consolidated salary.

The Establishment Committee considered and approved the proposal for engaging the services of Sh. Alokesh Ray after December, 2013 till the age of 65 years on contract for a period of 3 years extendable by 2 years on consolidated salary. The Committee also empowered DG-NIFT to allow extension of contract of such employees who attain age 60 years for a period of 3 years if there is a shortage of faculty in the respective campus.

AGENDA ITEM NO 1105

Status of Recruitment of Faculty

The Committee was informed that for establishment and functioning, NIFT received funds in the form of non-plan block grants for NIFT for 2007-12 from the GOI. The Committee was further informed that while reviewing the Cabinet Note for extension of Block Grants for NIFT, it was observed that post 2007 as per approval of the Cabinet, it appears posts of faculty were to be filled only on contractual basis that has been inadvertently overlooked apparently under a bona fide belief that Sec 7(2) (f) of the NIFT Act 2006 empowers the BOG NIFT "to create academic and other posts and to make appointments thereto except in the case of the Director General".

The Board in its meeting held on 16th April,2007 approved recruitment of administrative and academic support staff on regular and contract basis in ratio of 1:1 basis following the prescribed procedure with direction that existing staff working on contract basis will have to apply afresh against regular vacancy. Accordingly, appointments to academic posts were made during the year 2008, 2009 and 2010 on contract and regular basis. All appointments offered to faculty in 2012 were on contractual basis only.

The Committee was further informed that from the current year 2012-13 the Ministry has stopped the Block Grants which the Cabinet had approved for a specified period i.e.2007-2012. Thus, keeping in view the fact that since 2007, seven new campuses have started and the number of courses offered has increased from 45 in 2007 to 76 in 2012 and these are projected to be 89 in 2013. The Committee was proposed that the recruitment may continue on 1:1 regular & contract basis at all levels. The Committee was also informed that NIFT's BOG approved Student Faculty Ratio (SFR) /norms of 12:1 i.e. 1 faculty for 12 students. The SFR norm of 12:1 could not be adhered to because of various reasons including non-availability of appropriate faculty etc. Thus it was proposed that the SFR may be revised to 15:1 which appears to be more realistic to strive for.

Discussion at great length took place on the matter and after due consideration the following was approved:

1. All recruitment in NIFT will be in the ratio of 1:1 of contract: regular posts at all levels in faculty/staff. This ratio will be maintained at all levels of faculty/staff. The student faculty ratio of 15:1 will be strived at. The inter-se-faculty ratio at

various levels will be 1:2:4. Thus, the post of faculty will be automatically sanctioned with the addition of new courses at a particular centre.

2. Henceforth, all appointments will be made only on contract and Departmental Promotion Committee, whose composition has been provided in the Statutes, will fill the regular Posts as per seniority and meeting the bench marks of satisfactory performance and integrity clearance.

AGENDA ITEM NO 1106

Sanction of posts of Computer Engineer

The Committee was informed that the Board in the 55th meeting held on 23rd May 2003, sanctioned one post of Computer Engineer for 7 NIFT campuses (one post for each Centre) and one at HO. The 8 new NIFT Centres do not have a sanctioned post for Computer Engineer. The Committee was further informed that due to the low salary response to the advertisement for the post of Computer Engineer was very poor. Accordingly, it was proposed that pay structure for the post of Computer Engineer be revised to Rs. 35000/- consolidated with an annual 7% increment rather than on a pay scale.

The Committee considered the same and approved the following:

1. Sanctioning of one post of computer engineer in all present and future campuses of NIFT including Head Office.
2. Selection of Computer engineer on contract with a consolidated pay of Rs. 35000/- per month and a 7% annual increment.

AGENDA ITEM NO 1107

Any other item with the permission of Chair

The Committee concluded with a vote of thanks to the Chair.
