

National Institute of Technology Rourkela

MINUTES

19TH MEETING OF BOARD OF GOVERNORS



DATE : 29th December, 2008 (Monday)
Time : 10.30 A.M.
Venue : Conference Hall
N.I.T., Transit House
A-1/267, Safderjung Enclave
New Delhi – 110 029.

INDEX

<i>Contents</i>	<i>Minutes of 19th meeting of BOG</i>	<i>Page No.</i>
A	General and Procedural Matters.	02
B	Policy and Important Administrative Matters.	03- 05
C	Academic Matters.	05 - 06
D	Routine Administrative.	06-09
F	Miscellaneous Items.	09-10

Annexure

A1	To report on the action taken on the decisions made in the 18 th Meeting of BOG held on 226.09.2008 and to discuss matters arising out of the minutes.	11-18
A2	Report of the 8 th Building & Works Committee	19-23
A3	Implementation of 6 th Pay Commission Report and various allowances and facilities as per Government of India guideline for Non-teaching employees of NIT., Rourkela except Faculty and Officers.	24-83
A4	Policy on induction of Adjunct Faculty.	84-87
A5	Rules for creation of Centres of Excellence.	88-94
A6	List of Medal and Prize winners	95-97
A7	Reallocation of expenditure under TEQIP:	98-99

D. K. S.



**National Institute of Technology
Rourkela – 769 008 (Orissa)**

Minutes 19th Meeting of Board of Governors of National Institute of Technology, Rourkela to be held at 10.30 A.M. on 29.12.2008 (Monday) in the Conference Room of NIT Transit House A-1/267, Safderjung Enclave, New Delhi.

Members Present:

- | | | |
|----|---|-------------------------------|
| 1. | Shri Drona Rath,
Chairman-Cum-Managing Director
MECON Ltd. & Chairman, BOG., N.I.T., Rourkela
Ranchi, Jharkhand. | Chairman |
| 2. | Mr. B.K. Ray
Asst. Finance Advisor
MHRD, Govt. of India,
(Dept. of secondary & higher education),
Shastri Bhawan,
New Delhi – 110 001. | Representative of
FA, MHRD |
| 3. | Mrs. Bharati Panda
Director
Panda Technology Pvt. Ltd., Bhopal, Madhya Pradesh | Member |
| 4. | Prof. O. N. Mohanty
Vice-Chancellor,
Buju Patnaik University of Technology, Rourkela. | Member |
| 5. | Prof. Sunil Kr Sarangi
Director, N.I.T., Rourkela | Member |
| 6. | Prof. U. K. Mohanty,
Professor, MM Dept., N.I.T., Rourkela | Member |
| 7. | Prof. S. Rauta
Electrical Engg. Dept., N.I.T., Rourkela. | Member |
| 8. | Er. S. K. Upadhyay
Registrar & Secretary, BOG, N.I.T., Rourkela | Secretary |

Member Absent:

- | | | |
|----|--|--------|
| 1. | Mr. N. K. Sinha, IAS
Joint Secretary (Tech.)
MHRD., Dept. of Higher education,
Government of India, Shastri Bhawan, New Delhi | Member |
| 2. | Sri S. K. Ray
Joint Secy. & Financial Advisor,
MHRD, Govt. of India,
Shastri Bhawan, New Delhi | Member |

3. Prof. M. Chakrabarty
Deputy Director
Indian Institute of Technology, Kharagpur
Member
4. Prof. G. C. Mitra,
Retired Works Secretary, Government of Orissa,
A/159, Sahidnagar, Bhubaneswar
Member

Leave of absence was approved for all the members absent.

A. GENERAL AND PROCEDURAL MATTERS.

BOG-19(2008)-01: Welcome to all members and invitees to the meeting by the Chairman.

Chairman welcomed all the members to the meeting.

BOG-19(2008)-02: Confirmation of the minutes of the 18th Meeting of the BOG.

The minutes of the 18th Meeting were sent to the members vide letter No. NITR/RG/2008/L/430 dt:08.10.2008 for correctness of recording. Comments received from members were discussed. Board expressed unhappiness about the content of the letter written by Director to MHRD regarding regularization of service of Dr. Samir Mohaty.

The Board confirmed the minutes.

BOG-19(2008)-03: To report on the action taken on the decisions made in the 18th Meeting of BOG held on 26.09.2008 and to discuss matters arising out of the minutes.

A summary of actions taken against the decisions of the BOG in its 18th Meeting held on 26th September, 2008 is presented for Board's consideration.

(Annexure- A1 , Page No.11-18)

The Board noted the actions taken on the decisions made in the 18th meeting held on 26th Sept. 2008 and the following was suggested:

- i) BOG-18(2008)5: It was decided to constitute a committee consisting of the following members to look into the staff structure of the Institute.
- | | | |
|-------------------------------------|---|------------|
| 1) Prof. O.N. Mohanty, BOG Member | - | Chairman |
| 2) Prof. M. Chakrabarty, BOG Member | - | Member |
| 3) Prof. S. Rauta, BOG Member | - | Member |
| 4) Prof. J. K. Satpathy, EE | - | Member |
| 5) Mr. S. K. Upadhyay, Registrar | - | Secretary. |

The committee will discuss with all sections of employees before finalizing the report. The committee under reference vide resolution No.BOG-19(2008)-06 will also look into pay related grievances of the employees. However, two representatives of NTESA will be invited for deliberation regarding pay related issues to the meeting. The report will be submitted before the next BOG meeting.

- ii) BOG-18(2008)8: In view of the Final judgment of the Hon'ble High Court, action will be taken for eviction from NIT premises and possible relocations of people with and without roots in Kantajhar Village.
- iii) BOG-18(2008)14: It was informed by MHRD representative that MHRD has constituted a committee to look into the fee structure of all NITs.
- iv) BOG-18(2008)17: The subject of offering a regular position to Dr. Samir Mohanty was discussed in detail. Chairman, BOG will take up with MHRD for his regularization in line with BOG decision. For this all the relevant documents of Mr. R. K. Sinha and Dr Samir Mohanty will be supplied to the Chairman.

BOG-19(2008)-04: Report of the Building & Works Committee:

The Board approved the Minutes of 8th Building Works Committee including new construction projects. It was advised that while constructing dormitory for Mess workers, sufficient care should be taken in consultation with legal experts in framing the mess contract for possible demand for regularization of service of contractor's personnel.

(Annexure- A2 , Page No.19-23)

B. POLICY AND IMPORTANT ADMINISTRATIVE MATTERS.

BOG-19(2008)-05: Annual Report and CAG Audit Certificate on the Accounts of the Institute for the year 2008- 2009.

The final approved printed Annual and CAG Audit Reports were circulated to all the members. The transaction audit report was discussed and the following was decided.

1) Excess payment of Rs.6.14 lakhs towards LTC.

The Board vide resolution No.BOG-14(2007)-16 dt.10.08.2007 had decided to recover 20% of the cost incurred for availing LTC to Andaman and Nicobar Island in the year 2006-07. Since the decision has already been implemented, the Board felt that it will not be proper to recover the same now. However, the Board cautioned the administration to be more vigilant in future.

2) Avoidable payment of Electrical Energy charges to WESCO Rs.3.54 lakhs.

Director informed that one committee has been formed under Prof. S. Rauta, BOG member to look into the electrical tariff rate for the employees of NIT Rourkela. The 8th BWC vide resolution No.BWC:8(2008)-11 dt.24.12.2008 has decided to have two separate contracts with WESCO for institutional and domestic power supply. Action is being taken for the same in accordance with provisions of law and guidelines of the Government.

BOG-19(2008)-06: Implementation of 6th Pay Commission Report and various allowances and facilities as per Government of India guideline for Non-teaching employees of NIT., Rourkela except Faculty and Officers.

MHRD, vide letter No No.F.23-7/2008 dt.23.10.2008 had communicated for implementation of the recommendation of the 6th Pay Commission. Pay scales as per the recommendation of the 6th Pay Commission approved by the Government of India have been provisionally implemented for (280) employees (except Faculty and Academic staff) who have submitted option form and undertakings for refund of any excess amount paid. 28 employees have not yet made up their choices. Some cases of pay anomaly arising out of the 6th pay commission has been sent to MHRD for consideration. Various allowances and facilities to be given to NIT as per Government of India rules are:

- 1) Dearness Allowance (DA)
- 2) House Rent allowance
- 3) Transport Allowance
- 4) Family Planning Allowance
- 5) Non-Practicing Allowance.
- 6) Children Education Allowance
- 7) Conveyance Allowance
- 8) Traveling allowance
- 9) Addition/ Changes in the CCS (LTC) Rules, 1988.

The Board felt that in case of employees unwilling to accept the undertaking format circulated by the Institute, the choice form and undertaking format circulated by the Government should be used unaltered. Separate office order will be issued stating the conditions of the Government for implementation of 6th Pay Commission.

(Annexure- A3, Page No.24-83)

BOG-19(2008)-07: Policy on induction of Adjunct Faculty:

The Board approved the policy on induction of Adjunct Faculty. Director was authorized to decide suitable remuneration for the Adjunct Faculty if required .

(Annexure- A4, Page No.84-87)

BOG-19(2008)-08: Rules for creation of Centres of Excellence.

As directed by MHRD, and as felt appropriate by the BOG, the Institute has set four centres of excellence in research. They are:

- 1) Centre for Material Science and Engineering
(under Department of Metallurgy & Materials Engineering)
- 2) Centre for Development of Nanomaterials
(under Department of Ceramic Engineering)
- 3) Centre for Industrial Refrigeration and Cryogenics
(under Department of Mechanical Engineering)
- 4) Centre for Industrial Electronics and Robotics
(under Department of Electrical Engineering)

While Centre for Material Science and Engineering was set up initially under the Indo-UK Project, the other three were set up by the Institute with approval of BOG vide resolution No. BOG – 10(2006) – 7 dt 16.06.2006.

The Ministry desires that new Centres of research should come up to stimulate research in contemporary subjects.

The Board approved the proposed rules for operation of existing centres, creation of new Centres of Excellence in the Institute. In addition, the Institute may seek approval of MHRD and other Government funding agencies to create research centres under regulations of the funding agencies.

(Annexure- A5, Page No.88-94)

BOG-19(2008)-09: Appointment of Registrar.

Director placed the recommendation of the selection committee report. The Board approved the appointment of Mr. S. K. Upadhyay as Registrar on contract in the scale of Rs.16400-450-20900-500-22400/- pre-revised) with an initial pay of Rs.16,400/- per month. He shall be on contract with the Institute for a period of Five years starting from the date of approval by BOG. The appointment can be renewed for another term under the existing terms and conditions of the offer. Director was advised to issue the appointment letter with effect from the date of approval of Board i.e. 29th December, 2008. Director was advised to get clarification from MHRD regarding service conditions as applicable to him in view of his separation from SAIL under VRS in 2002.

C. ACADEMIC MATTERS:

BOG-19(2008)-10: Approval of candidates to be awarded degree and Medals in the 6th Convocation – 2008 to be held on 17.01.2009.

a) Additional list of successful candidates for award of Degree.

The Board vide resolution No.BOG-18(2008)-13 Dt26.09.2008 approved list of successful candidates to be awarded degrees. An additional list of candidates to be awarded degrees whose case has been examined and recommended by the Senate is given bellow for approval of the Board.

<i>Sl.No.</i>	<i>Roll No.</i>	<i>Name</i>	<i>Degree</i>
1.	50410005	Tapash ranjan Routray	Ph.D.
2.	10402068	Devendra Pratap Singh	B. Tech.
3.	M01356	Sanjib Halder	B. Tech.

The oral examination of some Ph.D. and M.Tech (R) students are scheduled before the Convocation. We may consider them awaiting degree in the forthcoming convocation if they qualify

In addition, Director presented the following two cases whose oral examination was completed recently.

Sl.No.	Roll No.	Name	Degree
1.	50407004	Debiprasad Priyabrata Acharya	Ph.D.
2.	50303006	Subrata Kumar Ghosh	Ph.D

The Board approved award of degrees as proposed above.

b) List of Medal and Prize Winners.

The List of Medal and Prize winners have been worked out by the Senate and the same will be awarded during the 6th Convocation. The list is given the Annexure –A .

The Board approved the proposal.

(Annexure- A6 , Page No.95-97)

c) Chief Guest for the 6th Convocation:

Padmabibhusan Dr. K. Kasturirangan, former Chairman, ISRO, Director, NIAS. IISc, Bangalore and member of Parliament (Rajya sabha) has given his consent to be the Chief Guest in the convocation.

The Board noted the above.

D. ROUTINE ADMINISTRATIVE MATTERS:

BOG–19(2008)–11: Confirmation of Faculty members.

The newly appointed Faculty staff members due for confirmation from the date as mentioned:

SL. No	E. Code	Department	Name	Designation	Joined-on	Status of PV Report
1.	1060840	EE	Dr. (Mis.) Sharmili Das	Lect.	30.03.07	OK
2.	1070849	ECE	Dr. Santanu Kr. Behera (SC)	Lect.	01.07.07	OK
3.	189538	MM	Dr. Subash Ch. Mishra	Prof.	01.07.07	NA
4.	1070863	MM	Dr. Debasis Chaira	Lect.	08.10.07	Awaited
5.	190576	CE	Dr. Sisir K Sahoo	Prof.	01.07.07	NA
6.	190577	CE	Dr. C. R. Patra	Prof.	01.07.07	NA
7.	189542	CE	Dr. S. P. Singh	Prof.	01.07.07	NA
8.	1070864	CE	Dr. Sarat K Das	Asst. Prof.	10.10.07	OK
9.	1070859	CE	Dr.Mrs.Kakoli Karar(Paul)(E)	Lect.	24.09.07	OK
10.	1070857	CH	Dr. Basudeb Munshi	Asst. Prof.	30.07.07	Awaited
11.	1070844	BME	Dr. Subankar Paul	Lect.	01.07.07	Awaited
12.	1070847	CH	Dr.(Miss). Shabina Khanam	Lect.	01.07.07	OK
13.	1070854	CH	Dr. Sunil K. Maity	Lect.	12.07.07	OK
14.	1070858	CH	Dr. Arvind Kumar (SC)	Lect.	18.09.07	OK

15.	1070842	BME	Dr. Kalyan Gayan	Lect.	01.07.07	OK
16.	1070848	CR	Dr. Sumit K Pal	Lect.	01.07.07	OK
17.	196662	ME	Dr. Rabindra K Behera	Asst. Prof.	01.07.07	NA
18.	1070855	ME	Dr. Sudhansu Sekhar Panda	Lect.	16.07.07	OK
19.	196669	CY	Dr. R. K. Patel	Asst. Prof.	01.07.07	NA
20.	1070843	CY	Dr. Saurav Chatterjee	Lect.	01.07.07	OK
21.	1070853	CY	Dr. Rupan Dinda	Lect.	09.07.07	OK
22.	1070852	CY	Dr. (Mrs.) Aparna Mondal (SC)	Lect.	02.07.07	OK
23.	189539	MA	Dr. G. K. Panda	Prof.	01.07.07	NA
24.	1070860	MA	Dr. Bikash Sahoo	Lect.	01.10.07	Awaited
25.	1070868	MA	Dr. Tarakanta Nayak	Lect.	15.12.07	OK
26.	102769	HS	Dr. (Ms.) Bhaswati Patnaik	Asst. Prof.	01.07.07	NA
27.	186485	ME	Dr. Siba Sankar Mohapatra	Prof.(CAS)	01.07.07	NA

The Board approved the proposal.

**BOG-19(2008)-12: PARTICIPATION IN CONFERENCE / TRAINING / WORKSHOP
(Foreign Countries):**

The following faculty members were deputed for training/ conference /workshop in foreign countries or on long leave on approval of Chairman, BOG, as per normal Practice.

Sl. No.	Name & Designation	Department	Duration	Training/ Conference	Place of Training / Conference	Country/ Labora Tory
01.	Prof. S.K. Acharya Asst. Professor	ME	03.12.08 To 05.12.08	International Conference	National University of Singapore (NUS)	Singapore
02.	Prof. S.S. Mohapatra, Professor	ME	08.12.08 To 11.12.08	IEEE International Conference	Hotel Furama River Front	Singapore
03.	Prof. B. Majhi Professor	CS	29.10.08 To 31.10.08	International Conference	Venice	Italy
04.	Prof. K.P. Maity Professor	ME	22.09.08 To 24.09.08	International Conference	Trollhattan	Sweden
05.	Prof. Ramakar Jha Professor	CE	01.12.08 To 05.12.08	International Conference	Univ. of California, Irvine	USA
06.	Prof. K.K. Mohapatra Professor	EC	01.12.08 To 03.12.08	International Conference	Penary	Malayasia
07.	Prof. B.K. Pal Professor	MN	22.02.09 To 25.02.09	National Western Mining Conference	Denver, Calorado	USA

08.	Mr. Ajit Ku. Sahoo Lecturer	EC	22.01.09 To 24.01.09	International Conference	Singapore	Singapore
09.	Prof. A. K. Panda Professor	EE	10.02.09 To 13.02.09	International Conference	Gippsland, Victoria	Australia

EXTRA ORDINARY LEAVE (E.O.L) :

01.	Mr. Somnath Maity Lecturer	EE	13.12.08 To 12.12.09	Post Doctoral Research Work	Ben Gurion University Of the Negev	ISRAEL
-----	-------------------------------	----	----------------------------	-----------------------------------	---	--------

LIEN

01.	Dr. Suprava Patnaik Asst. Professor	EE	01.01.09 To 31.12.09	Extension of Lien period for one more year	SVNIT, Surat	Gujarat
-----	--	----	----------------------------	---	-----------------	---------

The Board noted the above.

BOG-19(2008)-13: Personnel issues:

a) Consideration of past service for purpose of awarding pension benefits.

Prof. G. S. Rath, joined NIT Rourkela on 01.06.1989 as Professor in the Department of Electronics & Communication Engineering. Prior to joining this institute service he served at UCE Burla under GPF Cum Pension Scheme during the period from 27.11.1967 to 31.05.1989. He requested to combine his past service rendered at UCE Burla with that of this Institute service for terminal benefits under GPF cum pension scheme. Accordingly, an amount of Rs. 17,12,626/- was calculated (accumulating the interest as per GPF rate) towards pension liability of Prof. Rath and communicated to UCE Burla for transfer on 27.11.06. Now an amount of Rs. 2,81,254/- is transferred from UCE Burla towards pension liability of Prof. Rath.

The discrepancy is traced to the fact that while NIT claimed the transfer of funds counting interest on the amount since 1989, UCE Burla did not pay interest following the practice followed among institutes under Government of Orissa.

The Board approved the payment of pension to Prof. G.S. Rath, Department of ECE on his retirement as per the provision of the 6th Pay Commission. Director was advised to refer to UCE Burla requesting payment of the interest component.

b) **Extra Ordinary Leave:**

Dr. (Mrs.) Ipsita Das, joined this Institute service on 05.07.2006 as a Lecturer in the dept. of Humanities & Social Sciences. She has availed the following leaves:

- I. Commuted leave from 04.03.08 to 31.03.08
- II. EL from 03.04.08 to 31.10.08.

She has no credit balance of EL to adjust the above leaves. Director has recommended to treat the entire period of leave as EOL without pay and without increment.

The Board approved the proposal.

c) **Resignation:**

Mrs. Archana Mallick, Lecturer Department of Metallurgical and Materials Engineering of this Institute has tendered her resignation on 13.10.08 and requested to relieve her from the Institute service with effect from 20.10.2008 to enable her to Join at SAIL, Rourkela Steel Plant, Rourkela. Her resignation has been accepted by Chairman, BOG.

The Board noted the above.

E. MISCELLANEOUS ITEMS:

BOG-19(2008)-14: Reallocation of expenditure under TEQIP:

The Board approved the revised allocation of expenditure under TEQIP

(Annexure- A7 , Page No.98-99)

BOG-19(2008)-15: Any other item with the permission of the Chair.

- a) **Writing letters by Employees/ Service Associations to higher authorities without proper channel.**

The Board took a serious note of the letters being written by Employees/ Associations to Chairman and other higher authorities without "proper channel". This violates the conduct rules of the employees. The Board directed the following:

- 1) No letter(s) from the employees/ Service Association will be accepted if they are not forwarded through proper channel.
- 2) Disciplinary action will be taken against the employees for writing letters/ seeking appointment with higher authorities without proper channel for violation of conduct rules.

L

[Handwritten signature]

- 3) The proper channel will be through HOD, Registrar, Director and Chairman, BOG. If the reply is not received within a month, the employees/ associations can appeal to the next higher authority through proper hierarchy.

The administration was advised to explicitly assure the employees that all their representations will be forwarded as per rules to generate confidence among the staff and to eliminate an excuse to bypass the proper channel.

b) The date of next meeting of Board of Governors.

The next Board meeting will be held in March, 2009 and the date will be finalized in consultation with the Chairman, BOG.

The meeting ended with thanks to the Chair.



(S.K. Upadhyay)

Registrar and Secretary
Board of Governors, NIT., Rourkela



(Drona Rath)

Chairman
Board of Governors, NIT., Rourkela

ACTION TAKEN ON THE 187TH MEETING OF THE BOARD OF GOVERNORS, NIT, ROURKELA HELD ON 26TH Sep, 2008 AT NIT., ROURKLA.

BOG-18(2008) - 4:	Annual Report and CAG Audit Certificate on the Accounts of the Institute for the year 2007- 2008.	Letter is being sent to MHRD for appointment of CAG Auditor for another 5 years and clarification on appointment of actuary. Action is being taken on the report of CAG Auditor.
BOG-18(2008) - 5:	Filling of essential posts in Faculty, Officers and Technical cadres.	Modified staff structure will be put up in the 20 th BOG meeting. Corrected letter has been sent to MHRD by Director.
BOG-18(2008)-6:	Appointment of Registrar.	Interview is scheduled on 19 th December 2008
BOG-18(2008)-7:	Implementation of ACP and other promotions for the employees of NIT., Rourkela.	Guideline from MHRD is awaited.
BOG-18(2008)-08:	Proposal for eviction and possible relocation of encroachers without roots in Kantajher village from NIT Premises.	The final judgemet of the Hon'ble High Court, Orissa was delivered on 5.12.2008. Action is being taken for construction of Hostel, Compound Wall and other Academic buildings.
BOG-18(2008) -09:	Proposal for construction of new building facilities.	Under process
BOG-18(2008)-10:	Guideline on utilisation of Alumni fee collected from the students	Implemented
BOG-18(2008) -11:	Academic regulations of the Institute	Implemented
BOG-18(2008) -12:	Revision of Assistantship/ Scholarship/ Fellowship in Central Educational Institutions under the Ministry of Human Resource Development	Implemented
BOG-18(2008) -13:	6 th Convocation -2008 of the Institute	Under process
BOG-18(2008) -14:	Change of fee structure.	No action required
BOG-18(2008) -15:	CONFERENCE / TRAINING / WORKSHOP (Foreign Countries):	Implemented
BOG-18(2008) -16:	<i>Personnel issues:</i> Retirement of Employees from the Institute service (on normal and Voluntary).	Implemented
BOG-18(2008) -17:	Any other item with the permission of the Chair a) To approve the Budget for the year 2009 -10. b) Composition of the Selection Committee for the Post of Registrar. c) Power, Duties and responsibilities of Registrar. d) Policy on possible absorption in regular cadre of temporary and project employees:	} } } } } } } Implemented } Letter to MHRD regarding regularization of Dr. Samir Mohanty has been sent by Director.



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology
Rourkela - 769 008

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निर्देशक

No. NITR/DR/MHRD/2008/L/633
Date: December 17, 2008

To

Sri N. K. Sinha, IAS
Joint Secretary (Technical)
Ministry of HRD,
Department of Higher Education
Sastri Bhawan, New Delhi – 110 001

Sub : Correction in my letter No NITR/DR/MHRD/2008/L/473 dt. August 15, 2008

Dear Mr Sinha,

I had sent you a letter on 15th August 2008 seeking your approval for recruitment of non teaching staff in the institute. In that letter I had written the following paragraph.

"The BOG is at present considering amendment to the rules to give greater "preference to INTERNAL CANDIDATES" compromising on qualification and competence. The exact nature of such preference is not known yet. Kindly give an explicit direction as to whether the requested positions can be filled under existing provisions of law or must wait to include preferential clauses for internal candidates."

The Board of Governors, in its 18th meeting held on 26.09.2008 has taken exception to this paragraph and I have promised the Board to amend my mistake. I regret that I erroneously equated "preference to internal candidates" with "not offering the job to the most competent candidate (as determined by the selection committee) if he/she happens to be from outside".

The exact resolution of the Board on the subject is the following:

Item BOG-16(2008)-2: "Preference in promotion/appointment in next higher grade to eligible internal candidates, who are found fit, will be given over others."

The Board does not intend to compromise qualification or competence while giving preference to internal candidates.

I will be grateful if you do not take any decision based on the text of my letter of 15th August 2008 and delete the marked text from the letter.

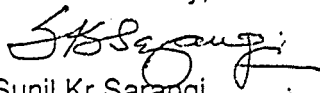
Contd...P/2.

: 2 :

I, however, request you to accede to our request for sanctioning the essential, non teaching posts for immediate recruitment and guide us on the recruitment policies of the Government of India.

With regards,

Yours Sincerely,


Sunil Kr Sarangi

Copy to :

Sri S. Mohan
Director (Finance)
Ministry of H.R.D.
Rom No.213, "C" Wing
Dept. of IFD, Sastri Bhawan, New Delhi – 110 001

Encl : (1) Copy of my letter No. NITR/DR/MHRD/2008/L/473 dt. August 15, 2008
(2) Copy of BOG resolution No.BOG-18(208)-05 held on 26.09.2008



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology
Rourkela - 769 008

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निर्देशक

NITR/DR/recruitment/2008/L/632
Date: December 17, 2008

Shri N. K. Sinha, IAS
Joint Secretary (Tech.)
Ministry of HRD, Govt. of India
Department of Higher Education
Shastri Bhawan, New Delhi-110001.

Sub: Recruitment of officers against vacant positions.

Dear Mr. Sinha,

The following essential positions are lying vacant in the Institute causing serious hardship in day to day administration.

- (1) Librarian
- (2) Deputy & Assistant Librarians
- (3) Deputy Registrar (Administration) & Assistant Registrar (SRICCE)

These positions have fallen vacant against all resignations in recent time or continued vacancy from REC days. We are handicapped by the directive of the Ministry of HRD vide letter No. F.20-6/2005-Ts.III dated April 02, 2007 advising us to put all recruitment on hold till clearance by the Ministry is received.

Considering the unique nature of these positions we request you to kindly permit us to advertise for recruitment against the positions stated above.

The posts of librarian, Assistant Librarian, Deputy and Assistant Registrars existed in REC with pay scales recommended "college pay scales" by University Grants Commission. After conversion to NIT the nature of these positions have changed substantially and we should hire people with superior skills. Therefore it is necessary to offer "university level" positions with commensurate salary as recommended by UGC as well as in use at other centrally funded technical Institutions. We seek your kind permission to offer the following pay scales against future recruitment for the above positions.

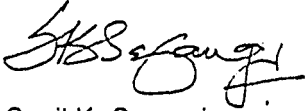
Librarian: Rs. 16400-450-20,000/- (Pre-revised)
[Revised to Rs.37400-67000/- with grade pay 8700/-]
Deputy Librarian & Deputy Registrar: Rs. 12000-375-18000/- (Pre-revised)
[Revised to: Rs.15600-39100/- with grade pay 7600/-]
Assistant Librarian and Assistant Registrar: Rs.8000-275-13500/-(Pre-revised)
[Revised to: 15600-39100/- with grade pay 5400/-]

Contd. p/2

Needless to say, qualification and recruitment rules will be as per prescribed standard prevalent in national Institutions. We are looking forward to receiving your approval at the earliest.

With regards,

Yours sincerely,



Sunil Kr Sarangi

Copy to: (1) Shri S. Mohan, Director (Finance), Ministry of HRD, IFD, Room No.213, C Wing, Shastri Bhawan, New Delhi-110001.

(2) Registrar NIT Rourkela for reporting ~~compliance~~ to the Board.



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology
Rourkela - 769 008

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निर्देशक

NITR/DR/NC/2008/L/622
Date: 17.12.2008

Shri N. K. Sinha, IAS
Joint Secretary (Tech.)
Ministry of HRD, Govt. of India
Department of Higher Education
Shastri Bhawan, New Delhi-110001.

Sub: Proposal of Board of Governors for creating a permanent position in NIT Rourkela for Dr. Samir Mohanty, presently holding temporary position of Research Associate in AICTE sponsored project NTMIS Nodal Centre.

Dear Mr. Sinha,

Dr. Samir Mohanty is working in the temporary position of Research Associate in AICTE sponsored project NTMIS Nodal Centre since 30.12.1991. Before that he held a fellowship (as Senior Research Fellow) in a DST sponsored project (EDP Centre) since 1986. He has requested a permanent position in the institute. His application is enclosed herewith.

His request was put up to the Board of Governors vide agenda item No.BOG-18(2008)-17(d) held 26.09.2008 on seeking a policy decision on possible absorption of temporary staff desiring permanent jobs in the institute. A copy of the agenda item is enclosed for your records. The Board deliberated on the issue and has decided to seek your permission to offer an appointment to Dr. Mohanty. A copy of the minutes is enclosed for your perusal. As advised by the Board, I seek your kind directive on (a) creating a post of permanent research associate for Dr. Mohanty or any other designation as you think fit, and (b) a policy on automatic regularisation of contract or temporary workers for the present and the future.

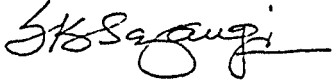
I take this liberty of confirming that if the policy of offering regular post after 20 years of service in a project as recommended by the Board, if approved by the Government, Dr. Mohanty will satisfy this criterion. Other temporary workers who have been discontinued in 2004, their prayers being under the consideration of the Hon^{ble} High Court of Orissa. did not satisfy these criteria in 2004, but may do so with time if the sub-judice period is counted in their favour. The critical period of 20 years may also be approved by you to be uniformly applied for all candidates.

Cotd.p/2

Since recruitment of personnel, particularly outside the normal selection process is a sensitive subject, with wide ranging and long term implications, I request you to kindly give a clear directive on the application of Dr. S. Mohanty as recommended by the Board. I also request you to give a clear policy on the subject so that future cases can be handled without bothering the Government every time.

With regards,

Yours sincerely,



Sunil Kr Sarangi

Encl: (1) Application of Dr. Samir Mohanty
(2) Copy of Agenda item BOG-18(2008)-17(d)
(3) Copy of draft minutes of BOG meeting item no.BOG-18(2008)-17(d)
dt.26.09.2008

Copy to : (1) Shri S. Mohan, Director (Finance), Integrated Finance Division, MHRD,
New Room No. 213, C Wing, Delhi-110001.

(2) Registrar, NIT Rourkela for records and for reporting to the BOG.

d) **Policy on possible absorption in regular cadre of temporary and project employees:**

The Institute often receives representation from temporary employees (current as well as past) for appointment in regular positions. The following are the persons in temporary service of the Institute who have either requested regular post or are expected to seek such benefit if a provision is made for the same.

1. Dr. Samir Mohanty, Research Associate in AICTE sponsored project "NTMIS Nodal centre". His application is given in Annexure along with a decision of the Board on the subject.
2. 3 Data Collectors: Sri Alok Patnaik, Sri Saroj Kr. Dash and Sri Nirod Kr Jena in the above project who have not made any application till now.
3. 4 temporary employees (Sri Samir Kr Pradhan, Sri Dillip Kr. Mohanty, Sri B. Ravi and Sri Kishore Kr Patnaik) working full time or part time in Material Science programme in the Department of Metallurgical and Material Science Engg.

Persons employed in different sponsored projects (except NTMIS) in technical cadre.

In addition to the persons currently in the Institutes pay roll (under different projects), approximately 70 persons were working in the Institute as NMR or consolidated pay workers, whose services were discontinued. Many of them are seeking regular jobs. Some have gone to court and case No.WP(C) No.13514/ 2004, No.W.P.(C) No.13712/2004 & No.W.P.(C) No.135102/ 2004 are pending in Orissa High Court.

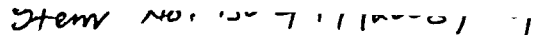
Sri K. N. Barik has appealed to the Hon'ble Minister of HRD and the Institute is being questioned by the Ministry on the issue (copy of representations enclosed for information of the Board)

The Administration is under tremendous pressure for the past four years and needs a clear directive of the Board on the subject. It should also be recognized that the Ministry has fixed a ratio of non-faculty to faculty personnel at 1:1, and that the Institute has personnel far in excess, particularly in non-technical segments.

The Board felt that:—

- i) Dr. Samir Mohanty has served in temporary capacity more than 20 years in the EDP and NTMIS Nodal Centre Project,
- ii) In the REC, he was given facilities like GPF, LTC etc. like regular employees. Dr. Mohanty's service in the NTMIS Project should be regularized.

The Board decided to refer the case of Dr. Samir Mohanty only to MHRD. Director was advised to make a suitable proposal to the Ministry.



Annexure-A2

Members Present:

- Special invitees:**

- 19

Members Absent:

1. **Mr. Madan Mohan,**
Director, MHRD (NITs)
Dy. Educational Adviser (NIT),
Minister of HRD, Dept. of Secondary
Education & Higher Education, New Delhi.
 2. **Er. S.C. Kar, G.M.**
Mital Steel Limited, Fortune Towar,
Chandrasekharapur, Bhubaneswar.
 3. **Prof. U.K. Mohanty,**
Dean (PD),
Professor, Met. & Mat. Engg., NIT, Rourkela
- The leave of absence was approved for all members absent.

BWC: 8 (2008) -01 : Welcome to the members by the Chairman.

Prof. S.K. Sarangi, Director, NIT., Rourkela and Chairman, Building & Works Committee welcomed all the members.

BWC: 8 (2008) -02: Review of on going and new Civil Projects.

A) Item No.- 3 : Extension & Renovation of 'D' Type Qrs., 'D' Type Flat, 'F' Type Qrs,

1. The placement of Work Order for 'D' Type Quarters and 'B' Type Quarters to be expedited.
2. Delay in payment of work bills to be reviewed and expedited.

B) It was decided to complete the measurement work and settle all the bills for the work done by IDCO for construction of Road.

(ANNEXURE – 1)

BWC: 8 (2008) – 03: Review of on going and new Electrical Projects.

Item No.- 6 to 7 : Faculty club & Staff club House, Chemical Building extension

BOQ is not received from M/s Space – Arch. To be expedited.

(ANNEXURE – II)

BWC: 8 (2008) – 04: Extension of C.V. Raman Hall of Residence. The student growth plan of the Institute is given below.

Programme	Current strength	08-09	09-10	10-11	11-12	12-13	13-14	14-15
B.Tech	1080	1735	1885	2140	2680	3265	3555	3840
M.Sc.	180	192	267	360	510	690	870	900
M.Tech	648	684	771	886	950	950	950	950
MBA			30	90	150	180	180	180
M. Tech (Res)	50	50	75	100	125	150	175	200
Ph.D.	100	100	150	200	250	300	350	400
Total	2058	2761	3178	3776	4665	5535	6080	6470
Hostel capacity	1934	1934	1934	2934	3934	4934	5934	5934
Shortfall	(-)124	(-)827	(-)1244	(-)842	(-)731	(-)601	(-)146	(-)536

It has become essential to accommodate the increase in student strength in the coming years. Buildings Works Committee may consider the proposal for increase of 400 seats in C.V. Raman Hall of Residence. M/s Space Arch who have been recommended after competitive presentation (advertised in newspaper twice, only one firm expressed interest) may be appointed as Architect for the above work.

BWC approved the proposal for extension of C.V. Raman Hall of Residence and appointment of M/s Space-Arch as Architect.

BWC: 8 (2008) – 05: Construction of Mechanical Science Building, New Lecturer Hall Complex and 1000 seated hostel.

BOG Vide resolution No.- BOG-18(2008)-09 approved for construction of Mechanical Science Building, New Lecturer Hall Complex & 1000 seater hostel.

The present architect for Lecturer Hall complex, Electrical Building and 1000 seater Hostel (Hall – 8) may be engaged for the 3 new buildings of nearly identical design.

BWC noted and approved the above.

BWC: 8 (2008) – 06: Extension of Chemical Engineering Department building.

Due to less floor space, which has been mentioned by the Audit team, it is proposed to have a separate Academic building for Chemical Engineering Department. M/s Space Arch have submitted architectural design.

BWC recommends the extension of Chemical Engineering Dept. Building.

(ANNEXURE-III)

BWC: 8 (2008) – 07: Renovation of K.M. Shaw Hall of Residence (LH).

The K.M. Shaw Hall of Residence has become old and it needs renovation (Floor, Bath Room, Toilet etc).

BWC approved the renovation of K.M. Shaw Hall of Residence (Ladies Hostel).

BWC: 8 (2008) – 08: Dormitory facility for mess, security and hall workers instead of hall.

Some of the workmen working in the messes, security and other services of halls of Residences need to be accommodated in the campus Old Hostel have small barracks for them. But this is leading to social problems in the hostels. Instead of making provision in the Hall of Residences, it is proposed that a separate building may be constructed having capacity of 120 at an estimated cost of about Rs. 60 Lakhs approximately.

BWC approved the construction of Dormitory for the workmen working in halls., mess and security etc. having capacity of 120, instead. Of separate accommodation in different hostels.

BWC: 8 (2008) – 09: Progress of Central Air Conditioning Project

The BWC vide resolution No.BWC-6(2006)-13 {approved by BOG vide Resolution No. BOG-12(2007)- 06} had approved major air-conditioning project for Guest House, auditoriums and academic buildings. M/s Design Services, Kolkata were appointed as consultants and M/s Blue Star Limited

were awarded contract for complete air conditioning of Guest House (South Block) and Low end equipment for AV Hall, Lecture Gallery and part of Library. The work was delayed because the civil work of these buildings was not completed. The committee noted that work is progressing well now.

The committee advised the administration to include Guest House (North Block) without adding extra refrigeration capacity in the existing contract with M/s Blu Star. The Committee also approved air conditioning of selected facilities (sophisticated engineering labs., seminar rooms, computer rooms faculty rooms, office etc) in the existing as well as new buildings, totaling approximately 2500 TR. The committee approved that M/s Design Services may be asked to design the central plant room and the low end equipment of the old campus. The low end equipment of the new campus will be designed by the architects M/s Arch-en Design. The administration was advised to initiate the process of obtaining BOQ from consultants and proceeding with the tendering process.

BWC advised that detail engineering to be done and construction work may be taken up.

BWC: 8 (2008) – 10: Road Network.

In view of the expansion of hostels and academic building, faculty houses as well as access to hitherto unused areas, it is proposed to construct additional road network in the campus. The approximate length will be around 10 kilometers.

BWC approved for additional construction of Road Work of about 10 Kilometers in the campus.

BWC: 8 (2008) – 11: Construction of new 33/ 0.4 KV. Substation and Electrical network.

The Institute is drawing power more than 1000 KVA from WESCO. The Load requirement of the Institute may be increased up to 5000 KVA in coming 5 years. As recommended by WESCO and as per statutory requirement, the same must be drawn through 33 K.V. Sub-Station. Accordingly the proposal, for the construction of 33/0.4 KV substation is given in Annexure -IV.

BWC approved the construction of 33/0.4 Power substation and associated electrical network and the following was decided.

1. Possibility of connecting domestic load from existing 11 KV power supply and Academic and other load from new 33 KV substation may be explored. Since there may be 2 connections, the scheme may be finalized in consultation with WESCO.
2. The project may be done on turn key basis, the Quotations being asked from reputed switch gear manufacturers only.

(ANNEXURE – IV)

BWC: 8 (2008) – 12: Any other item with the permission of the Chair.

- 12: (a) Since the entrance through the main gate is crowded and jammed, for the safety of students, staffs and faculty members, it was decided to construct a new gate near the Institution of Engineers building as

suggested by RSP authorities. M/s Space- Arch will be appointed as Architect for the same.

12: (b) In view of availability of extra space and construction of New Boundary wall on the western side of the campus, the available additional space will be utilized for

- (i) A Centre for Technology Incubation and Entrepreneurship Development.
- (ii) Bank and Post Office etc may be shifted to the location under reference.

An open competition may be held between architectural firms for the design.

12: (c) For convenience of students, it was decided to have common dining halls with modern facility for halls M. Visvesvaraya Hall of residence + G.D. Birla Hall of Residence) combined and (Dhirubhai Ambani Hall of Residence + M.S. Swaminathan Hall of Residence) combined.

M/s Design Techno who are overseeing the extension and renovation of all the 4 halls may be assigned the job of designing the four new kitchen + dining hall facilities.

12: (d) The extension of existing Homi Bhabha Hall of Residence by 200 seats approximately was approved. M/s Bose Brothers who have design the HB Hall may be entrusted with the extension work.

12: (e) It was decided to construct a six storied building at a Central location on the occasion of Golden Jubilee celebration of the Institute for accommodation of new Departments such as Business School, Life Science, Computer Centre, Exhibition hall etc.

12: (f) It was decided to install 01(one) MW Diesel Gen set for supply of emergency power to Academic Building, hostels, street light etc. Detail engineering may be made for the same.

The meeting ended with thanks to the Chair.



(S. K. Upadhyay)
Registrar & Secretary
Building & Works Committee



(Sunil Kr Sarangi)
Director & Chairman
Building & Works Committee

Government of India
Ministry of Human Resource Development
Department of Higher Education
Integrated Finance Division

New Delhi
October 28, 2008

OFFICE MEMORANDUM

Subject: Pay revision of the employees of Quasi-Government organizations, Autonomous Organizations and Statutory Bodies, etc., set-up by and funded/controlled by the Central Government—clarification regarding

The undersigned is directed to say that in accordance with the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008.E.III dated 30th September 2008, this Ministry had issued detailed instructions in the first week of October 2008 regarding revision of the scales of pay of the employees of all the Autonomous / Statutory Bodies/Institutes under its Administrative Control. It was, inter alia, stated that subject to guidelines mentioned therein, the Ministry has no objection to the adoption of the revised scales of pay as given under Section-1 & II of Part-A of the First Schedule of the Central Civil Services (Revised pay) Rules, 2008. Ministry had also sought certain details as per proforma prescribed for vetting given at Annexure I of the above letter.

2. It is hereby clarified that, as an interim measure, the Ministry has no objection to the adoption on a provisional basis of appropriate scales of pay as given under the CCS (Revised Pay) Rules, 2008 w.e.f. 1.1.2006 for their employees and payment of arrears up to 40% of the total arrear after deduction of admissible income tax. This is however subject to the following:-

- i. The required information as sought in Annexure – I of the earlier letter (copy of the proforma enclosed) is sent by 30th November 2008.
- ii. Pay scales indicated in Section-1 & II of Part-A of the CCS (Revised Pay) Rules, 2008 is adopted.
- iii. An undertaking to the effect that any excess payment made on account of incorrect fixation of pay in the revised pay scales or grant of inappropriate pay band / grade pay or any other excess payment made will be adjusted against the future payments due or otherwise to such employees (specimen enclosed).

Specific reference alongwith detailed justification is required to be made to the Ministry regarding adoption of the scales of pay incorporated in part B of the First Schedule to the CCS (RP) Rules, 2008.

This issues with the approval of Competent Authority.


(S. Mohan)
Director

Tel. No. 2338-9247

1. Heads of all Autonomous/Statutory Bodies under the administrative control of the Ministry of HRD.
2. The Chairman/Member Secretary, AICTE
3. PS to Secretary (HE)
4. All Bureau /Divisional Heads in the Department of Higher Education
5. All the officers in IFD.

Copy to: - The Chairman UGC with a request to take similar action in respect of Central Universities and other institutions funded by them.

IMMEDIATE

No.F.23-30/2008-TS-III
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, 3rd October 2008

OFFICE MEMORANDUM

Subject: Revision of the scales of pay of employees of the autonomous organizations, statutory bodies, etc., set-up by and funded/controlled by the Central Government –guidelines regarding

The undersigned is directed to say that the Government of India has issued orders regarding revision of scales of pay of Central Government employees on the recommendations of the Sixth Central Pay Commission vide Resolution No.1/1/2008-IC dated 29th August 2008 and the Central Civil Services (Revised Pay) Rules, 2008 has been notified in Gazette of India Extraordinary Part-II, Section-3, sub-section (i) vide GSR No. 622(E) dated 29th August 2008. Subsequently, the Ministry of Finance (Department of Expenditure) vide Office Memorandum No.1/1/2008-IC dated 30th August 2008 has issued guidelines regarding manner of pay fixation in the revised Pay Band and payment arrear for the period 1.1.2006 to 31.3.2008. The Government of India has further issued guidelines vide OM No.7/23/2008-E.III (A) dated 30th September 2008 of the Department of Expenditure regarding extension of the revised scales of pay to the employees of the Quasi-Government organizations, Autonomous Organisations, and Statutory Bodies set up and funded/controlled by the Central Government. Copies of the orders are available at <http://india.gov.in/govt/paycommission.php>. Accordingly, the following guidelines are issued in respect of all autonomous and statutory organizations under the administrative jurisdiction of this Ministry for guidance and further follow up action:-

- (i) The orders regarding revision of pay scales of the Central Government employees on the recommendations of Sixth Central Pay Commission, as accepted by the government, may be extended to the employees of autonomous organizations whose pattern of emoluments structure i.e. the Scales of Pay and all other allowances particularly Dearness Allowance, HRA, CCA are identical to those of the Central Govt. employees. This is further subject to the stipulation that conditions of service of employees of those organizations specially those relating to hours of work, payment of Overtime Allowance (OTA) etc., would also be exactly similar to those in Central Government Departments. It is however, clarified that the revised pay scales as incorporated in Part A (Section I & II) of the First Schedule to the Central Civil Services (Revised pay) Rules, 2008, alone may be adopted.

These instructions would not be applicable to the faculty/academic staff for which separate committees have been setup.

Request
To be put up to BOA with detailed info.
SBS
22/10/08
OS/Full
H-M
25

- (ii) It is also further clarified that the certain Scales of Pay such as S-9, S-10, S-11, S-12 as available under CCS (Revised Pay) Rules, 1997 have been merged by the Government and all these pre-revised scales have been placed in the same band with Grade Pay. All such employees who were previously in different scales of pay in the above categories would be placed in the same Pay Band and given the same grade pay even if some posts which presently constitute feeder and promotion grades would lie in identical grade. No Institute can on its own upgrade the scales of pay of such categories of promotion posts in the pre-revised pay scale. Such cases should be referred to the Ministry separately for appropriate consideration and direction, if upgradation is considered absolutely essential.
- (iii) Further, the pre-revised scales of pay of Rs.8000-275-13500 have been given two replacements Pay Band i.e. PB-2 [Rs.9300-34800] and PB-3 [Rs.15600-39100]. The PB-3 is meant for direct recruit Group-A Officers but not for such employees who were been given this scale of pay either on a promotion basis or on a personal basis.
- (iv) Any promotion either by way of ACP/fitment benefit, etc, given after 1.1.2006 which is not in accordance with Government approved policy will be deemed to have been withdrawn and will not be taken into account for fixation of pay or grant of increment subsequently.
- Similarly rates of various allowances like OTA, etc, will have to be brought to a level not higher than what is applicable for Central Government employees. Any such payment made after 1.1.2006 will have to be recovered either by way of adjustment from the arrears or otherwise.
- In future the institute shall ensure that no such revision in allowances, grant of promotion etc which is not in accordance with the instruction issued by the Government is allowed. Head of the Institute and the DDO would be personally responsible for any lapse in this regard.
- (v) Further, the employees who were recruited in a certain pre-revised scales of pay with or without advance increments on or after 1.1.2006 would be placed in the appropriate pay band with admissible grade pay as given in the Section-II (Part-A) of the CCS (RP) Rules, 2008 and no advance increment would be admissible in the revised pay band.
- (vi) There are cases in which certain autonomous bodies have upgraded scales of pay of certain categories employees with retrospective effect so as to give undue advantage at the time of pay fixation in the revised pay band. Upgradation of any post by any autonomous or statutory body done on or after 1-1-2006 with or without retrospective effect which is not in conformity with the approved pay scale structure for such categories of employees under the Central Government would have to be reversed. Such employees may be placed in the appropriate revised pay band corresponding to their pre-revised scales of pay before such upgradation.

- (vii) In case of those categories of employees whose pattern of emoluments structure, i.e. pay scales and allowances and conditions of service are not similar to those of the Central Government employees like NITs and SLIET Longwal and any other institute having similar problem, the proposal will be referred to a separate 'Group of Officers' in respect of each autonomous body in the Ministry. The Group would examine the proposals for revision of pay scales, etc., taking into account the views, if any, expressed by the staff representatives of the concerned organizations. It would be necessary to ensure that the final package of benefits proposed to be extended to the employees of autonomous organizations is not more beneficial than that admissible to the corresponding categories of the Central Government employees. The final package recommended by the Group of officers will require the concurrence of Ministry of Finance or the Department of Personnel & Training, as the case may be. However, as an interim measure, pending finalization of appropriate scale of pay, the institute may place employees in the revised pay band with appropriate Grade Pay corresponding to a lower level scale of pay as available under CCS (RP) Pay Rules, 1997.
- (viii) The stipulation regarding the pattern of emoluments and terms and conditions of services implies that if any section of employees in the autonomous organizations, etc has been given benefits not available to the Central Government employees, e.g. Personal Promotion Scheme, Career Growth Scheme, Retraining and Redeployment Scheme, rent-free accommodations, free/concessional transport, shift duty allowance, OTA, fixed medical allowance etc., then the proposal for revision of their pay scales will have to be referred to the Group of Officers.
- (ix) The mode of payment of arrears of pay shall be the same as laid down in Rule 14 of the Central Civil Services (Revised Pay) Rules, 2008 for the Central Government Employees.
- (x) The adoption of revised scales of pay on these order both where the pattern of emoluments structures is identical to Central Government and where emoluments structure is not similar will be subject to the following conditions:- as far as budgetary support for additional expenditure is concerned:-
- 80% of the additionality will be met by the Central Government;
 - 10% of the additionality will be met by the Autonomous organizations, etc through additional generation of revenue; and
 - Balance 10% of the additionality will be managed by the Autonomous Organizations etc through savings.
 - Institutes not in receipt of budgetary support for meeting recurring expenditure will have to meet the entire liability from their own internal resources.

In the case of autonomous organisations, etc.. which have no source of generating revenue, 90% additional expenditure will be met by the Central Government. If the additional expenditure cannot be met in accordance with the above mentioned in Para – x above, each request for funds in excess of the amount worked out as


per this formula will be referred to the administrative Ministry for examination in consultation with the Ministry of Finance, Deptt. of Expenditure.

- (vi) To facilitate consideration of the proposal for revision and early decision thereon, it is requested that the proposal may be sent to the Bureau in the enclosed format (Annexure - I) to examine (i) whether the pattern of emoluments and conditions of service are those approved by the Government or otherwise; and (ii) to decide the funding pattern applicable to the institutions in terms of Para 4 of Ministry of Finance (Deptt. Of Expenditure) OM No.7-23/2008 E- III dated 30th September, 2008.

In the case of Central Universities and other institutions receiving grants through the University Grants Commission (UGC), they may submit the information in the above format to the UGC, which in turn shall forward it to the Ministry alongwith their comments / recommendations thereon, for vetting by the Financial Adviser of the Ministry of HRD.

- (vii) Thereafter subject to the guidelines mentioned above and terms and conditions of OM No.7-23/2008 E- III dated 30th September, 2008 of Department of Expenditure, Ministry of Finance, there is no objection to the autonomous organisation, etc. putting up proposal for adoption of the Central Civil Services (Revised Pay) Rules, 2008, in accordance with their rules/regulations/bye-laws through their Finance Committee and Board of Governors or other appropriate authority.
- (viii) It may be made clear to the employees that the payments are being made subject to adjustment from amounts that may be due to them subsequently should any discrepancies be noticed later. For the propose, an undertaking may also be obtained in writing from every employee at the time of disbursement of the arrears / pay & allowances to the effect that any excess payment that may be found to have been made as a result of incorrect fixation of pay in the revised pay scales or grant of inappropriate pay band/ grade pay, will be refunded by him / her to the institute either by adjustment against the future payments or otherwise. A specimen form of undertaking is also enclosed at Annexure - II.

The receipt of this Office Memorandum may please be acknowledged.



(N.K. Sinha) 3.10.08

Joint Secretary to the Government of India

To

The Directors of all the National Institutes of Technology
Directors of SPAs at Bhopal, Delhi and Vijayavada
Director, NIFFT, Ranchi / Director, NERIST, Itanagar, Arunachal Pradesh
Director, SLIET, Longowal, Punjab / Principal, CIT, Kokrajhar, Assam
Vice Chancellor, IGNOU, New Delhi

Copy forwarded to JS & FA (HRD) for information.


- (N.K. Sinha) 3.10.08

Joint Secretary to the Government of India

FORMAT FOR PUTTING UP THE PROPOSAL FOR REVISION OF SCALE OF PAY

1. Category of Post
2. Pay Scale approved by the Government of India
3. Existing pay scale
4. Proposed pay scale as per Part A (Section 1 & 2) of the First Schedule of CCS (RP) Rules, 2008
5. Whether all allowances, such as DA, HRA, CCA, Shift Duty Allowance, Night Duty Allowance, Fixed Medical Allowance, OTA, etc are identical to those of the Government employees
6. In case there is any variation in the allowances specify the same & indicate the existing rates thereof
7. Whether conditions of service are identical to those of Central Govt. Employees
8. In case of conditions of service are different specify the same and attach a copy each of the relevant scheme e.g. Personal Promotion Scheme, Career Growth Scheme, etc.
9. Financial implication involved in implementation of the revised scale etc. w.e.f. 1.1.2006 to 31.8.2008
10. Whether the additional expenditure will be met by the organisation in accordance with the prescribed funding pattern.
11. Remarks.

UNDERTAKING

I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band / grade pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Institute either by adjustment against future payments due to me or otherwise.

Signature : _____

Name: _____

Designation: _____

Date : _____



NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA – 769 008

NO.NITR/ES/RG/2008/M/9552

Date: 11.11.08

C I R C U L A R

Sub : Revision of Pay Scale for the employees of N. I T., Rourkela (except Faculty / Academic staff).

In continuation to the Office Circular No.NITR/ES/RG/2008/M/9469, dated 06.11.2008, the revised pay bands and grade pays for different category of posts as recommended by the Ministry of Human Resource Development are enclosed for reference.

This issues with the approval of the competent authority.

REGISTRAR

Encl : As above.

Copy to :

1. All Deans / HODs / HOOs for wide circulation among the staff members.
2. Finance Officer.
3. Security Officer.
4. AR(PW) / AR(ACA) / AR (IA).
5. Establishment.

THE FIRST SCHEDULE
(SEE RULES 3 & 4)

PART - A

Section I

Revised Pay Bands and Grade Pays for posts carrying present scales in Group 'A', 'B', 'C' & 'D' except posts for which different revised scales are notified separately.

(In Rs.)

Present Scale			Revised Pay Structure		
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay
(1)	(2)	(3)	(4)	(5)	(6)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900
7	S-6	3200-85-4900	PB-1	5200-20200	2000
8	S-7	4000-100-6000	PB-1	5200-20200	2400
9	S-8	4500-125-7000	PB-1	5200-20200	2800
10	S-9	5000-150-8000	PB-2	9300-34800	4200
11	S-10	5500-175-9000	PB-2	9300-34800	4200
12	S-11	6500-200-6900	PB-2	9300-34800	4200
13	S-12	6500-200-10500	PB-2	9300-34800	4200
14	S-13	7450-225-11500	PB-2	9300-34800	4600
15	S-14	7500-250-12000	PB-2	9300-34800	4800
16	S-15	8000-275-13500	PB-2	9300-34800	5400
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400
18	S-16	9000	PB-3	15600-39100	5400
19	S-17	9000-275-9550	PB-3	15600-39100	5400
20	S-18	10325-325-10975	PB-3	15600-39100	6600
21	S-19	10000-325-15200	PB-3	15600-39100	6600
22	S-20	10650-325-15850	PB-3	15600-39100	6600
23	S-21	12000-375-16500	PB-3	15600-39100	7600
24	S-22	12750-375-16500	PB-3	15600-39100	7600
25	S-23	12000-375-18000	PB-3	15600-39100	7600
26	S-24	14300-400-18300	PB-4	37400-67000	8700
27	S-25	15100-400-18300	PB-4	37400-67000	8700
28	S-26	16400-450-20000	PB-4	37400-67000	8900
29	S-27	16400-450-20900	PB-4	37400-67000	8900
30	S-28	14300-450-22400	PB-4	37400-67000	10000
31	S-29	18400-500-22400	PB-4	37400-67000	10000
32	S-30	22400-525-24500	PB-4	37400-67000	12000

33	S-31	22400-600-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
34	S-32	24050-650-26000	HAG+ Scale	75500- (annual increment @ 3%) -80000	Nil
35	S-33	26000 (Fixed)	Apex Scale	80000 (Fixed)	Nil
36	S-34	30000 (Fixed)	Cab. Sec.	90000 (Fixed)	Nil

Section II

Entry Pay in the revised pay structure for direct recruits appointed on or after 1.1.2006

PB-1 (Rs.5200-20200)

Grade pay	Pay in the Pay Band	Total
1,800	5,200	7,000
1,900	5,830	7,730
2,000	6,460	8,460
2,400	7,510	9,910
2,800	8,560	11,360

PB-2 (Rs.9300-34800)

Grade pay	Pay in the Pay Band	Total
4,200	9,300	13,500
4,600	12,540	17,140
4,800	13,350	18,150

PB-3 (Rs.15600-39100)

Grade pay	Pay in the Pay Band	Total
5,400	15,600	21,000
6,600	18,750	25,350
7,600	21,900	29,500

PB-4 (Rs.37400-67000)

Grade pay	Pay in the Pay Band	Total
8,700	37,400	46,100
8,900	40,200	49,100
10,000	43,000	53,000
12,000	47,100	59,100



NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA – 769 008

No.NITR/ES/RG/2008/M/ 9953

Date: 27.11.2008

Finance Officer,

Sub : Addendum to letter No.NITR/ES/RG/2008/M/9853, dated 25.11.2008.

In addition to the officers and staff already intimated vide above letter, officers / staff whose names are included in Lot # 2 enclosed herewith may also be covered under CCS (RP) Rules 2008 as contained in the above letter.

This issues with the approval of competent authority.


27/11/08
REGISTRAR

Encl: As above.

NATIONAL INSTITUTE OF TECHNOLOGY ROURKELA
SUMMARY SHEET FOR PAY FIXATION UNDER CCS (RP) RULES 2008

Sl. No.	EMPLOYEE NAME	EMP. CODE	DESN.	DATE OF FIXATION	PRE REVISED		REVISED		DFI	TOTAL PAY AFTER FIXATION			
					PAY SCALE	BASIC PAY	PAY BAND	GRADE PAY		01.01.06	01.07.06	01.07.07	01.07.08
59	SRI P. DUNG DUNG	493631	JA	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12060	12430	12810
54	SRI H. MAHAPATRA	495644	JA	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12060	12430	12810
61	SRI G. R. JENA	495645	JA	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12060	12430	12810
58	SRI R. R. DAS	497672	JA	01.01.06	4000 - 6000	4900	PB - 1	2400	01.07.06	11520	11870	12230	12600
37	SRI C. S. MOHANTY	497691	JA	01.01.06	4000 - 6000	4800	PB - 1	2400	01.07.06	11330	11670	12030	12400
56	SRI P. ORAM	499728	JA	01.01.06	4000 - 6000	4600	PB - 1	2400	01.07.06	10960	11290	11630	11980
69	SRI S. K. SAMAL	488507	JA	01.01.06	4500 - 7000	5375	PB - 1	2800	01.07.06	12800	13190	13590	14000
72	SRI G. C. DASH	488512	JA	01.01.06	4500 - 7000	5375	PB - 1	2800	01.07.06	12800	13190	13590	14000
73	SRI B. DAS	488518	JA	01.01.06	4500 - 7000	5375	PB - 1	2800	01.07.06	12800	13190	13590	14000
68	SRI P. K. PATNAIK	488519	JA	01.01.06	4500 - 7000	5375	PB - 1	2800	01.07.06	12800	13190	13590	14000
74	Ms. A. BEURA	488530	JA	01.01.06	4500 - 7000	5375	PB - 1	2800	01.07.06	12800	13190	13590	14000
106	SRI A. K. PRADHAN	399738	MC	01.01.06	4500 - 7000	5125	PB - 1	2800	01.07.06	12340	12720	13110	13510
119	SRI M. NAYAK	371350	Sr. MC	01.01.06	5000 - 8000	5300	PB - 2	4200	01.07.06	14060	14490	14930	15380
122	SRI M. A. ALLI	388521	Sr. MC	01.01.06	5000 - 8000	6200	PB - 2	4200	01.07.06	15740	16220	16710	17220
118	SRI C. LAKRA	390570	Sr. MC	01.01.06	5000 - 8000	5600	PB - 2	4200	01.07.06	14620	15060	15520	15990
121	SRI K. KUJUR	392616	Sr. MC	01.01.06	5000 - 8000	5900	PB - 2	4200	01.07.06	15180	15640	16110	16600
11	Ms. K. L. BISWAL	478424	SA	01.01.06	5000 - 8000	6500	PB - 2	4200	01.07.06	16290	16780	17290	17810

NEW RECRUITS AND PROMOTEEES AFTER 01.01.2006

77	SRI B. DAS	306821	TA	11.09.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
----	------------	--------	----	----------	-------------	------	--------	------	----------	-------	---	-------	-------

Original
27/11/08
Assistant Registrar
(Internal Audit)
National Institute of Technology
Rourkela - 769008, Orissa

27/11/08
Registrar
National Institute of Technology
Rourkela - 769008

SI. No.	EMPLOYEE NAME	EMP. CODE	DESN.	DATE OF FIXATION	PRE REVISED		REVISED		DFI	TOTAL PAY AFTER FIXATION			
					PAY SCALE	BASIC PAY	PAY BAND	GRADE PAY		01.01.06	01.07.06	01.07.07	01.07.08
68	Sri J. K. SAHU	501766	AT-II	01.01.06	2650 - 4000	2975	PB - 1	1800	01.07.06	7500	7730	7970	8210 ✓
74	Sri B. PRASAD	599731	AT-II	01.01.06	2650 - 4000	3040	PB - 1	1800	01.07.06	7680	7920	8160	8410 ✓
70	Sri K. K. PANDA	599742	AT-II	01.01.06	2650 - 4000	3040	PB - 1	1800	01.07.06	7680	7920	8160	8410 ✓
124	Sri A. K. Soy	500758	ATN-II	01.01.06	2650 - 4000	2975	PB -1S	1650	01.07.06	7190	7410	7640	7870 ✓
85	Sri N. Barik	582446	ATN-II	01.01.06	2650 - 4000	3370	PB -1S	1650	01.07.06	7920	8160	8410	8670 ✓
120	Sri B. N. Mishra	585464	ATN-II	01.01.06	2650 - 4000	3370	PB -1S	1650	01.07.06	7920	8160	8410	8670 ✓
126	Sri M. S. Thappa	586476	ATN-II	01.01.06	2650 - 4000	3370	PB -1S	1650	01.07.06	7920	8160	8410	8670 ✓
93	Sri B. C. Nayak	588525	ATN-II	01.01.06	2650 - 4000	3370	PB -1S	1650	01.07.06	7920	8160	8410	8670 ✓
127	Sri A. Behuria	589536	ATN-II	01.01.06	2650 - 4000	3370	PB -1S	1650	01.07.06	7920	8160	8410	8670 ✓
136	Sri S. K. Mallick	589545	ATN-II	01.01.06	2650 - 4000	3370	PB -1S	1650	01.07.06	7920	8160	8410	8670 ✓
128	Sri R. Dungdung	590565	ATN-II	01.01.06	2650 - 4000	3300	PB -1S	1650	01.07.06	7790	8030	8280	8530 ✓
82	Sri N. Sunani	590582	ATN-II	01.01.06	2650 - 4000	3300	PB -1S	1650	01.07.06	7790	8030	8280	8530 ✓
89	Sri S. Jojo	592623	ATN-II	01.01.06	2650 - 4000	3300	PB -1S	1650	01.07.06	7790	8030	8280	8530 ✓
83	Sri M. Kaliyari	594635	ATN-II	01.01.06	2650 - 4000	3300	PB -1S	1650	01.07.06	7790	8030	8280	8530 ✓
130	Sri R. Singh	594636	ATN-II	01.01.06	2650 - 4000	3300	PB -1S	1650	01.07.06	7790	8030	8280	8530 ✓
119	Sri P. Pradhan	595642	ATN-II	01.01.06	2650 - 4000	3300	PB -1S	1650	01.07.06	7790	8030	8280	8530 ✓
135	Sri S. Pancham	597689	ATN-II	01.01.06	2650 - 4000	3170	PB -1S	1650	01.07.06	7550	7780	8020	8270 ✓
122	Sri S. Kerketta	597692	ATN-II	01.01.06	2650 - 4000	3170	PB -1S	1650	01.07.06	7550	7780	8020	8270 ✓
84	Sri G. S. Khatua	599727	ATN-II	01.01.06	2650 - 4000	3040	PB -1S	1650	01.07.06	7310	7530	7760	8000 ✓
58	Sri P. Sahu	573369	ATN-I	01.01.06	2750 - 4400	3660	PB - 1	1800	01.07.06	8610	8870	9140	9420
60	Sri C. Bara	579431	ATN-I	01.01.06	2750 - 4400	3450	PB - 1	1800	01.07.06	8220	8470	8730	9000
13	Sri H. M. Garnayak	386487	ATN-I	01.01.06	3050 - 4590	3800	PB - 1	1900	01.07.06	8970	9240	9520	9810
27	Sri P. K. Mohanty	387496	ATN-I	01.01.06	3050 - 4590	3650	PB - 1	1900	01.07.06	8690	8960	9230	9510
14	Sri C. Suniani	390560	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910
15	Sri R. Lugun	390575	ATN-I	01.01.06	3050 - 4590	3800	PB - 1	1900	01.07.06	8970	9240	9520	9810
16	Sri S. Majhi	391607	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910
17	Sri B. C. Sahu	395649	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910
33	Sri I. C. Gour	396668	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910
22	Sri A. Moharana	500764	ATN-I	01.01.06	3050 - 4590	3425	PB - 1	1900	01.07.06	8280	8530	8790	9060
36	Sri E. Mahali	574384	ATN-I	01.01.06	3050 - 4590	3725	PB - 1	1900	01.07.06	8830	9100	9380	9670
25	Sri N. Munday	577423	ATN-I	01.01.06	3050 - 4590	3950	PB - 1	1900	01.07.06	9250	9530	9820	10120

Handwritten signature and date: 21/11/08
Handwritten text: Asst. Secy. (Acad.)

Handwritten signature and date: 21/11/08
Handwritten text: Registrar

S.NO	EMPLOYEE NAME	REG	DESN	DOF	PAY/SCALE	BPA	PB	GP	DF	01.01.06	01.07.06	01.07.07	01.07.08
37	Sri S. Sahu	578427	ATN-I	01.01.06	3050 - 4590	3800	PB - 1	1900	01.07.06	8970	9240	9520	9810
26	Sri G. C. Jena	578429	ATN-I	01.01.06	3050 - 4590	3875	PB - 1	1900	01.07.06	9110	9390	9680	9980
38	Sri S. Sahu	589553	ATN-I	01.01.06	3050 - 4590	3800	PB - 1	1900	01.07.06	8970	9240	9520	9810
18	Sri S. Majhi	591594	ATN-I	01.01.06	3050 - 4590	3575	PB - 1	1900	01.07.06	8550	8810	9080	9360
41	Sri F. J. Sindur	594637	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910
42	Sri G. S. Barik	595640	ATN-I	01.01.06	3050 - 4590	3425	PB - 1	1900	01.07.06	8280	8530	8790	9060
43	Sri K. Bada	599747	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910
44	Sri R. C. Das	599748	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910
9	Sri M. Minz	378428	ATN-I	01.01.06	3200 - 4900	4050	PB - 1	2000	01.07.06	9540	9830	10130	10440
10	Sri S. Minz	571361	ATN-I	01.01.06	3200 - 4900	4135	PB - 1	2000	01.07.06	9700	10000	10300	10610
11	Sri S. Tanty	574380	ATN-I	01.01.06	3200 - 4900	4135	PB - 1	2000	01.07.06	9700	10000	10300	10610
2	Sri N. K. JENA	374386	AT-SG	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200
6	Sri N. SAHU	374391	AT-SG	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200
3	Sri S. SINGH	377420	AT-SG	01.01.06	4000 - 6000	4100	PB - 1	2400	01.07.06	10030	10340	10660	10980
4	Sri A. K. JENA	387493	AT-SG	01.01.06	4000 - 6000	4100	PB - 1	2400	01.07.06	10030	10340	10660	10980

Prerna
22/11/08

Prerna
22/11/08
Registrar
National Institute of Technology
KURKELA - 766 008



NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA – 769 008

No.NITR/ES/RG/2008/L/ 9853

Date: 25.11.2008

Finance Officer,

Pay of the officers and staff members included in the enclosed list may be paid at revised rates as fixed at column K to N against their individual names. In addition to the basic pay, they may also be paid other allowances at revised rates as circulated vide this office circular No. NITR/ES/RG/2008/M/9744, dated 20.11.2008. Payment may be made as follows:-

1. 40% of arrear (net off all statutory deductions) for the period 01.01.2006 or date of joining to 31.08.2008. (To be paid in Dec. 08 – Jan-09).
2. 100% of arrear (net off all statutory deductions) for the period 01.09.2008 to 31.10.2008.
3. Pay for the month of November, 2008 and onward at revised rate.

Pay and allowances of other officers and staff whose names are not included in the list may be continued at pre-revised rates till further orders.


This issues with the approval of competent authority.



REGISTRAR

Encl: As above.

OFFICERS

NATIONAL INSTITUTE OF TECHNOLOGY ROURKELA														
SUMMARY SHEET FOR PAY FIXATION UNDER CCS (RP) RULES, 2008														
SI. No.	EMPLOYEE NAME	EMP. CODE	DESN.	DATE OF FIXATION	PRE REVISED			REVISED		DNI	TOTAL PAY AFTER FIXATION			
					PAY SCALE	BASIC PAY	GROSS PAY	PAY BAND	GRADE		01.01.06	01.07.06	01.07.07	01.07.08
A	B	C	D	E	F	G	H	I	J	K	L	M	N	
1	Dr. S. NAIK	283453	Sr. MO	01.01.06	10000 - 15200	13900	22318	PB - 3	6600	01.07.06	33820	34840	35890	36970
2	Dr. (Ms.) S. PANDA	283452	Sr. MO	01.01.06	10000 - 15200	10975	25890	PB - 3	6600	01.07.06	28100	28950	29820	30720
4	Sri R. K. SINHA	286486	SO	01.01.06	10000 - 15200	11950	22227	PB - 3	6600	01.07.06	28830	29700	30600	31520
5	Sri S. P. MAHAPATRA	280437	AEE	01.01.06	8000 - 13500	9100	16926	PB - 2	5400	01.07.06	22330	23000	23690	24410
6	Sri S. K. SAHOO	291587	AE	01.01.06	6500 - 10500	8700	16182	PB - 2	4200	01.07.06	20390	21010	21660	22300
8	Sri B. CHAMPATIRAY	206797	SO	01.07.06	6500 - 10500	6700	12965	PB - 2	4200	01.07.07	17010	17010	17530	18060
NEW RECRUITS AFTER 01.01.2006														
9	Sri P. K. PANDA	208890	FO	11.08.08	8000 - 13500	9100	21021	PB - 3	5400	01.07.09	23640	0	0	0
10	Sri S. PARHI	207835	SP	02.03.07	8000 - 13500	8000	16200	PB - 3	5400	01.07.08	21000	0	0	21630
11	Sri B. ACHARYA	207826	AR	15.02.07	6500 - 10500	7100	14378	PB - 2	4200	01.07.08	17810	0	0	18350
12	Sri K. P. PANIGRAHI	207837	AR	23.03.07	6500 - 10500	7100	14378	PB - 2	4200	01.07.08	17810	0	0	18350
13	Ms. S. SAHOO	207867	AR	22.11.07	6500 - 10500	6500	13748	PB - 2	4200	01.07.08	16290	0	0	16780


 Assistant Registrar
 (Internal Audit)
 National Institute of Technology
 Rourkela-769008, Orissa


 Registrar
 National Institute of Technology
 ROURKELA 769 008

NATIONAL INSTITUTE OF TECHNOLOGY KURUKUL
SUMMARY SHEET FOR PAY FIXATION UNDER CCS (RP) RULES, 2008

Sl. No.	EMPLOYEE NAME	EMP. CODE	DESN.	DATE OF FIXATION	PRE REVISED		REVISED		DFI	BASIC PAY AFTER FIXATION			
					PAY SCALE	BASIC PAY	PAY BAND	GRADE PAY		01.01.06	01.07.06	01.07.07	01.07.08
A	B	C	D	E	F	G	H	I	J	K	L	M	N
35.	SRI S. SARANGI	405772	JA	01.01.06	3200 - 4900	3285	PB - 1	2000	01.07.06	8110	8360	8620	8880 ✓
36	Ms. A. PANDA	405773	JA	01.01.06	3200 - 4900	3285	PB - 1	2000	01.07.06	8110	8360	8620	8880 ✓
85	SRI K. C. PATRA	395639	DRV	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12060	12430	12810 ✓
64	SRI P. SAHOO	398711	DRV	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200 ✓
40	SRI G. K. MAHARANA	400759	JA	01.01.06	4000 - 6000	4500	PB - 1	2400	01.07.06	10770	11100	11440	11790 ✓
44	SRI B. K. PANDA	490652	JA	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12060	12430	12810 ✓
39	SRI N. SAHOO	491538	JA	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12060	12430	12810 ✓
51	SRI P. K. MOHANTY	491601	JA	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12060	12430	12810 ✓
63	SRI P. B. ACHARYA	491612	JA	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12060	12430	12810 ✓
50	SRI G. C. NAYAK	493625	JA	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12060	12430	12810 ✓
38	SRI P. R. SETHI	493626	JA	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12060	12430	12810 ✓
60	SRI F. C. CHHATOI	495651	JA	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12060	12430	12810 ✓
55	Ms. M. BARAL	497670	JA	01.01.06	4000 - 6000	4900	PB - 1	2400	01.07.06	11520	11870	12230	12600 ✓
48	SRI L. K. TIRKEY	497675	JA	01.01.06	4000 - 6000	4900	PB - 1	2400	01.07.06	11520	11870	12230	12600 ✓
67	SRI C. BARA	497681	JA	01.01.06	4000 - 6000	4800	PB - 1	2400	01.07.06	11330	11670	12030	12400 ✓
43	SRI M. JATE	498698	JA	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200 ✓
41	SRI C. R. SWAIN	498699	JA	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200 ✓
52	SRI B. N. MANDAL	498700	JA	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200 ✓
57	SRI S. C. DAS	498701	JA	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200 ✓
62	SRI P. K. NAYAK	498702	JA	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200 ✓
42	SRI K. C. NAYAK	498703	JA	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200 ✓
46	SRI A. K. PATNAIK	498704	JA	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200 ✓
45	SRI R. K. KAR	498712	JA	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200 ✓
53	SRI S. S. DANDPAT	498717	JA	01.01.06	4000 - 6000	4700	PB - 1	2400	01.07.06	11150	11490	11840	12200 ✓
49	SRI G. K. RATH	499749	JA	01.01.06	4000 - 6000	4600	PB - 1	2400	01.07.06	10960	11290	11630	11980 ✓
71	Ms. H. ACHARYA	488517	JA	01.01.06	4500 - 7000	5375	PB - 1	2800	01.07.06	12800	13190	13590	14000 ✓
70	SRI S. C. MALLICK	488531	JA	01.01.06	4500 - 7000	5375	PB - 1	2800	01.07.06	12800	13190	13590	14000 ✓
116	SRI B. SAHOO 5125	373370	MC	01.01.06	4500 - 7000	5215	PB - 1	2800	01.07.06	12340	12720	13110	13510 ✓
112	SRI S. ORAM	373375	MC	01.01.06	4500 - 7000	5125	PB - 1	2800	01.07.06	12340	12720	13110	13510 ✓
113	SRI B. K. JENA	389534	MC	01.01.06	4500 - 7000	5875	PB - 1	2800	01.07.06	13730	14150	14580	15020 ✓
115	SRI J. R. NAYAK	391599	MC	01.01.06	4500 - 7000	5750	PB - 1	2800	01.07.06	13500	13910	14330	14760 ✓

Original
 25/11/08
 Assistant Registrar
 (Internal Audit)

PAY FIXATION - 10/11/08

Registrar

Sl. No.	EMPLOYEE NAME	EC	DESN.	DoE	PAY SCALE	BP	PE	GP	DFI	01.01.06	01.07.06	01.07.07	01.07.08
108	SRI N. K. JENA	392615	MC	01.01.06	4500 - 7000	5125	PB - 1	2800	01.07.06	12340	12720	13110	13510
114	SRI S. SWAIN	397676	MC	01.01.06	4500 - 7000	5125	PB - 1	2800	01.07.06	12340	12720	13110	13510
110	SRI S. TIGGA	399734	MC	01.01.06	4500 - 7000	5250	PB - 1	2800	01.07.06	12570	12950	13340	13750
29	SRI R. C. MAHAPATR	495650	STENO	01.01.06	4500 - 7000	5375	PB - 1	2800	01.07.06	12800	13190	13590	14000
28	SRI B. B. MISHRA	495652	STENO	01.01.06	4500 - 7000	5375	PB - 1	2800	01.07.06	12800	13190	13590	14000
102	SRI A. K. PARHI	392619	DGSM	01.01.06	5000 - 8000	6200	PB - 2	4200	01.07.06	15740	16220	16710	17220
104	SRI R. C. BEHERA	384457	PHMS	01.01.06	5000 - 8000	6200	PB - 2	4200	01.07.06	15740	16220	16710	17220
117	SRI B. K. BHOI	372362	Sr. MC	01.01.06	5000 - 8000	6500	PB - 2	4200	01.07.06	16290	16780	17290	17810
124	SRI B. C. MOHANTO	385406	Sr. MC	01.01.06	5000 - 8000	5450	PB - 2	4200	01.07.06	14340	14780	15230	15690
120	SRI G. BAG	396656	Sr. MC	01.01.06	5000 - 8000	6350	PB - 2	4200	01.07.06	16020	16510	17010	17530
134	SRI S. C. XESS	396661	TA	01.01.06	5000 - 8000	6350	PB - 2	4200	01.07.06	16570	17070	17590	18120
131	SRI B. N. NAYAK	397677	TA	01.01.06	5000 - 8000	6500	PB - 2	4200	01.07.06	16290	16780	17290	17810
9	SRI K. S. DAS	475406	AS	01.01.06	5000 - 8000	6800	PB - 2	4200	01.07.06	16850	17360	17890	18430
7	SRI B. B. MAHAPATR	482448	AS	01.01.06	5000 - 8000	6500	PB - 2	4200	01.07.06	16290	16780	17290	17810
8	SRI B. M. DAS	483449	AS	01.01.06	5000 - 8000	6500	PB - 2	4200	01.07.06	16290	16780	17290	17810
5	SRI P. K. SAHOO	484456	AS	01.01.06	5000 - 8000	6800	PB - 2	4200	01.07.06	16850	17360	17890	18430
6	SRI M. K. DAS	487498	AS	01.01.06	5000 - 8000	5750	PB - 2	4200	01.07.06	14900	15350	15820	16300
3	SRI T. K. SARANGI	487499	AS	01.01.06	5000 - 8000	5600	PB - 2	4200	01.07.06	14620	15060	15520	15990
2	SRI B. K. SAHOO	487501	AS	01.01.06	5000 - 8000	5600	PB - 2	4200	01.07.06	14620	15060	15520	15990
4	Ms. R. DUNG DUNG	489557	AS	01.01.06	5000 - 8000	6800	PB - 2	4200	01.07.06	16850	17360	17890	18430
23	SRI K. K. SAHOO	474394	SA	01.01.06	5000 - 8000	7100	PB - 2	4200	01.07.06	17410	17940	18480	19040
10	SRI J. BARPANDA	474399	SA	01.01.06	5000 - 8000	6800	PB - 2	4200	01.07.06	16850	17360	17890	18430
18	Ms. S. DHAL	475404	SA	01.01.06	5000 - 8000	6800	PB - 2	4200	01.07.06	16850	17360	17890	18430
14	SRI L. D. DHAL	480438	SA	01.01.06	5000 - 8000	5750	PB - 2	4200	01.07.06	14900	15350	15820	16300
22	SRI M. MISHRA	486480	SA	01.01.06	5000 - 8000	6350	PB - 2	4200	01.07.06	16020	16510	17010	17530
20	SRI T. SAHOO	487495	SA	01.01.06	5000 - 8000	5750	PB - 2	4200	01.07.06	14900	15350	15820	16300
19	SRI R. BISWAL	488502	SA	01.01.06	5000 - 8000	6350	PB - 2	4200	01.07.06	16020	16510	17010	17530
15	SRI J. DHANWAR	490578	SA	01.01.06	5000 - 8000	6350	PB - 2	4200	01.07.06	16020	16510	17010	17530
21	SRI H. BARKEY	491590	SA	01.01.06	5000 - 8000	5750	PB - 2	4200	01.07.06	14900	15350	15820	16300
24	Ms. M. J. TOPPO	493630	SA	01.01.06	5000 - 8000	5750	PB - 2	4200	01.07.06	14900	15350	15820	16300
34	SRI B. N. SAHOO	479434	SCY-II	01.01.06	5000 - 8000	6500	PB - 2	4200	01.07.06	16290	16780	17290	17810
26	SRI B. B. BEHERA	489556	SCY-II	01.01.06	5000 - 8000	6050	PB - 2	4200	01.07.06	15460	15930	16410	16910
31	SRI A. C. MUDULI	477415	STENO	01.01.06	5000 - 8000	6650	PB - 2	4200	01.07.06	16570	17070	17590	18120
30	SRI J. K. SARANGI	484455	STENO	01.01.06	5000 - 8000	6000	PB - 2	4200	01.07.06	15740	16220	16710	17220
32	SRI Sk. JALALUDDIN	485461	STENO	01.01.06	5000 - 8000	6350	PB - 2	4200	01.07.06	16020	16510	17010	17530
25	SRI J. K. SAHU	486477	STENO	01.01.06	5000 - 8000	6200	PB - 2	4200	01.07.06	15740	16220	16710	17220

Signature
Assistant Registrar

DATE OF SIGNATURE

Signature
Assistant Registrar

41

Sl. No.	EMPLOYEE NAME	EC	DSN	DoF	PAY SCALE	EP	PB	GP	DFI	01.01.06	01.07.06	01.07.07	01.07.08
27	SRI A. K. SAHOO	487497	STENO	01.01.06	5000 - 8000	6050	PB-2	4200	01.07.06	15460	15930	16410	16910
127	SRI R. K. MISHRA	367322	MC-SG	01.01.06	5500 - 9000	7775	PB-2	4200	01.07.06	18670	19240	19820	20420
129	SRI B. N. SAHOO	370338	MC-SG	01.01.06	5500 - 9000	8900	PB-2	4200	01.07.06	17040	17560	18090	18640
128	SRI R. TIRKEY	371340	MC-SG	01.01.06	5500 - 9000	8900	PB-2	4200	01.07.06	17040	17560	18090	18640
135	SRI K. NAYAK	300760	TA	01.01.06	5500 - 9000	6725	PB-2	4200	01.07.06	16710	17220	17740	18280
143	SRI I. ALLI	385467	TA	01.01.06	5500 - 9000	7425	PB-2	4200	01.07.06	18020	18570	19130	19710
142	SRI P. K. TRIPATHY	389555	TA	01.01.06	5500 - 9000	9000	PB-2	4200	01.07.06	20940	21570	22220	22890
138	Ms. S. MAHAPATRA	391613	TA	01.01.06	5500 - 9000	8650	PB-2	4200	01.07.06	20290	20900	21530	22180
144	SRI J. P. H. NAG	392618	TA	01.01.06	5500 - 9000	8475	PB-2	4200	01.07.06	19770	20370	20990	21620
141	SRI B. MURMU	394638	TA	01.01.06	5500 - 9000	7950	PB-2	4200	01.07.06	18990	19560	20150	20760
136	SRI M. K. PATNAIK	398696	TA	01.01.06	5500 - 9000	7425	PB-2	4200	01.07.06	18020	18570	19130	19710
137	SRI D. K. BARIK	398697	TA	01.01.06	5500 - 9000	7425	PB-2	4200	01.07.06	18020	18570	19130	19710
130	SRI K. C. SANDIL	382441	MC-SG	01.01.06	6500 - 10500	8300	PB-2	4200	01.07.06	19740	20340	20960	21590
151	SRI D. SAHOO	279433	Sr. TA	01.01.06	6500 - 10500	8900	PB-2	4200	01.07.06	20760	21390	22040	22710
148	SRI Md. DILDAR	280436	Sr. TA	01.01.06	6500 - 10500	8500	PB-2	4200	01.07.06	20010	20620	21240	21880
150	Ms. K. P. D.	286488	Sr. TA	01.01.06	6500 - 10500	8900	PB-2	4200	01.07.06	20760	21390	22040	22710
147	SRI P. MALLICK	288504	Sr. TA	01.01.06	6500 - 10500	9100	PB-2	4200	01.07.06	21130	21770	22430	23110
149	Ms. P. RADHA	289552	Sr. TA	01.01.06	6500 - 10500	8900	PB-2	4200	01.07.06	20760	21390	22040	22710
146	SRI A. K. NANDA	397671	Sr. TA	01.01.06	6500 - 10500	7900	PB-2	4200	01.07.06	18900	19470	20060	20670
145	SRI K. M. PATRA	388509	TA	01.01.06	6500 - 9900	9100	PB-2	4200	01.07.06	21130	21770	22430	23110
152	SRI B. CHAMPATIRAY	306797	SI	01.01.06	5000 - 8000	6350	PB-2	4200	01.07.06	16020	0	0	0
153	SRI S. BISWAL*	475403	SA	01.01.06	5000 - 8000	6800	PB-2	4200	N. A.	16850	0	0	0
154	SRI P. K. DASH*	487500	JA	01.01.06	4500 - 7000	5375	PB-1	2800	01.07.06	12800	13190	0	0
155	SRI S. C. MALL*	490588	JA	01.01.06	4000 - 6000	5100	PB-1	2400	01.07.06	11890	12250	0	0
156	SRI R. K. NAYAK*	497673	JA	01.01.06	4000 - 6000	4900	PB-1	2400	01.07.06	11520	11870	0	0

@ Till his joining as Security Officer [See Sl.No. 8 of Front Page for Officers]

* Till their respective DoJ's on promotion [153 - 25.06.06, 154 - 01.05.07, 155 & 156 - 15.02.07]
Grade Pay of employees at Sl.No. 154-156 may be enhanced to Rs 4,200 for the period from their respective DoJ's to Date of fixation of promotion post [See Sl.No. 153-156 at Pg # 4]. Pay in the Pay Band remains unchanged till Date of fixation of promotion post.

[Signature]
Assistant Registrar
(Internal Audit)
National Institute of Technology

[Signature]
Registrar
National Institute of Technology

DATE OF FIXATION: 15.02.07

W RECRUITS AND PROMOTEES AFTER 01.01.2006

NATIONAL INSTITUTE OF TECHNOLOGY ROURKELA

SHEET FOR PAY FIXATION UNDER CCS (PF) RULES, 2008

Sl. No.	EMPLOYEE NAME	EMP. CODE	DESN.	DATE OF FIXATION	PRE REVISED		REVISED		DFI	BASIC PAY AFTER FIXATION			
					PAY SCALE	BASIC PAY	PAY BAND	GRADE PAY		DoJ	01.07.06	01.07.07	01.07.08
A	B	C	D	E	F	G	H	I	J	K	L	M	N
101	SRI S. K. PATRA	307866	LA	20.11.07	3200 - 4900	3200	PB - 1	2000	01.07.08	8060	0	0	8310
96	SRI M. K. ROUL	306799	MC	04.09.06	3200 - 4900	3200	PB - 1	2000	01.07.07	8060	0	8310	8560
98	SRI B. K. BEHERA	306800	MC	04.09.06	3200 - 4900	3200	PB - 1	2000	01.07.07	8060	0	8310	8560
95	Ms. M. BEHERA	306801	MC	04.09.06	3200 - 4900	3200	PB - 1	2000	01.07.07	8060	0	8310	8560
99	SRI R. K. NAYAK	306805	MC	04.09.06	3200 - 4900	3200	PB - 1	2000	01.07.07	8060	0	8310	8560
97	SRI S. DAS	306806	MC	06.09.06	3200 - 4900	3200	PB - 1	2000	01.07.07	8060	0	8310	8560
90	SRI G. K. SWAIN	406807	ACT	06.09.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
92	SRI S. PATRA	406808	ACT	07.09.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
93	SRI C. R. MISHRA	406809	ACT	11.09.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
91	SRI R. BEHERA	406816	ACT	20.09.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
94	Ms. P. S. KULLU	407831	ACT	19.02.07	5000 - 8000	5000	PB - 2	4200	01.07.08	13500	0	0	13910
88	SRI D. K. PRADHAN	306811	LIA	31.10.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
87	SRI K. DAS	306815	LIA	11.09.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
89	SRI H. K. BISWAL	307841	LIA	04.09.06	5000 - 8000	5000	PB - 2	4200	01.07.08	13500	0	0	13910
85	SRI H. SATAPATHY	306803	TA	04.09.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
76	SRI P. K. SAHOO	306804	TA	18.09.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
84	SRI S. K. SAHU	306810	TA	11.04.07	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
78	SRI S. MOHANTY	306813	TA	13.09.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
86	SRI N. BANERJEE	306817	TA	28.09.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
75	SRI S. HEMBRAM	306820	TA	31.10.06	5000 - 8000	5000	PB - 2	4200	01.07.07	13500	0	13910	14330
82	Ms. A. DUTTA	307828	TA	16.02.07	5000 - 8000	5000	PB - 2	4200	01.07.08	13500	0	0	13910
81	SRI S. DAS	307829	TA	19.02.07	5000 - 8000	5000	PB - 2	4200	01.07.08	13500	0	0	13910
80	SRI R. K. SAHOO	307833	TA	26.02.07	5000 - 8000	5000	PB - 2	4200	01.07.08	13500	0	0	13910
79	SRI R. BEHERA	307834	TA	02.03.07	5000 - 8000	5000	PB - 2	4200	01.07.08	13500	0	0	13910
83	SRI S. K. SETHI	307856	TA	23.07.07	5000 - 8000	5000	PB - 2	4200	01.07.08	13500	0	0	13910
PROMOTEES													
153	SRI S. BISWAL	475403	SUPD	25.06.06	5500 - 9000	N. A.	PB - 2	4200	01.07.07	17360	17360	17890	18430
154	SRI P. K. DASH	487500	AS	01.07.07	5000 - 8000	N. A.	PB - 2	4200	01.07.08	15400	0	15400	15870
155	SRI S. C. MALL	490588	AS	01.07.07	5000 - 8000	N. A.	PB - 2	4200	01.07.08	14800	0	14800	15250
156	SRI R. K. NAYAK	497673	AS	01.07.07	5000 - 8000	N. A.	PB - 2	4200	01.07.08	14400	0	14400	14840

Assistant Registrar
(Internal Audit)

PAY FIXATION

NATIONAL INSTITUTE OF TECHNOLOGY ROURKELA
SUMMARY SHEET FOR PAY FIXATION UNDER CCS(RP) RULES, 2008

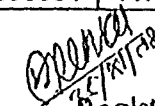
Sl. No.	EMPLOYEE NAME	EMP. CODE	DESN.	DATE OF FIXATION	PRE REVISED		REVISED		DFI	BASIC PAY AFTER FIXATION			
					PAY SCALE	BASIC PAY	PAY BAND	GRADE PAY		01.01.06	01.07.06	01.07.07	01.07.08
A	B	C	D	E	F	G	H	I	J	K	L	M	N
76	Sri M. KERKETTA	500756	AT-II	01.01.06	2650 - 4000	2975	PB - 1	1800	01.07.06	7500	7730	7970	8210 ✓
77	Sri B. K. SAHU	590573	AT-II	01.01.06	2650 - 4000	3300	PB - 1	1800	01.07.06	7940	8180	8430	8690 ✓
71	Sri V. SORENG	597682	AT-II	01.01.06	2650 - 4000	3170	PB - 1	1800	01.07.06	7860	8100	8350	8610 ✓
73	Sri N. SAHU	597683	AT-II	01.01.06	2650 - 4000	3170	PB - 1	1800	01.07.06	7860	8100	8350	8610 ✓
67	Sri A. K. DANDPAT	598705	AT-II	01.01.06	2650 - 4000	3105	PB - 1	1800	01.07.06	7680	7920	8160	8410 ✓
72	Sri R. SAHOO	598707	AT-II	01.01.06	2650 - 4000	3105	PB - 1	1800	01.07.06	7680	7920	8160	8410 ✓
69	Sri D. PRADHAN	598723	AT-II	01.01.06	2650 - 4000	3105	PB - 1	1800	01.07.06	7680	7920	8160	8410 ✓
66	Sri A. C. GIRI	599744	AT-II	01.01.06	2650 - 4000	3040	PB - 1	1800	01.07.06	7680	7920	8160	8410 ✓
102	Sri C. Oram	500754	ATN-II	01.01.06	2650 - 4000	2975	PB - 1S	1650	01.07.06	7190	7410	7640	7870 ✓
88	Sri B. Sethi	500757	ATN-II	01.01.06	2650 - 4000	2975	PB - 1S	1650	01.07.06	7190	7410	7640	7870 ✓
125	Sri M. Nayak	586475	ATN-II	01.01.06	2650 - 4000	3370	PB - 1S	1650	01.07.06	7920	8160	8410	8670 ✓
78	Sri U. Sahani	587492	ATN-II	01.01.06	2650 - 4000	3370	PB - 1S	1650	01.07.06	7920	8160	8410	8670 ✓
103	Sri S. Munda	588522	ATN-II	01.01.06	2650 - 4000	3370	PB - 1S	1650	01.07.06	7920	8160	8410	8670 ✓
79	Sri K. Naik	588524	ATN-II	01.01.06	2650 - 4000	3370	PB - 1S	1650	01.07.06	7920	8160	8410	8670 ✓
132	Sri L. Koleth	588526	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
114	Sri P. K. Mohanty	588532	ATN-II	01.01.06	2650 - 4000	3370	PB - 1S	1650	01.07.06	7920	8160	8410	8670 ✓
115	Sri P. K. Patra	589544	ATN-II	01.01.06	2650 - 4000	3370	PB - 1S	1650	01.07.06	7920	8160	8410	8670 ✓
112	Ms. P. Sahoo	589551	ATN-II	01.01.06	2650 - 4000	3370	PB - 1S	1650	01.07.06	7920	8160	8410	8670 ✓
113	Sri S. Roy	590568	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
133	Ms. B. Kerketta	590583	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
80	Ms. P. Barik	591585	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
138	Sri M. Kispitta	591586	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
104	Sri K. M. Kamal	591589	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
129	Sri M. R. Naik	591591	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
134	Sri L. Naik	591600	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
91	Sri S. C. Das	591611	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
98	Sri D. Mahanandia	593633	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
116	Sri P. Surin	593634	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
105	Sri S. Khadia	595647	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
121	Sri S. Gadmajhi	595648	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓
81	Sri J. Naik	595653	ATN-II	01.01.06	2650 - 4000	3300	PB - 1S	1650	01.07.06	7790	8030	8280	8530 ✓

(Signature)
Assistant Registrar
(Internal Audit)

PAY FIXATION LIST

(Signature)
.....

Sl. No.	EMPLOYEE NAME	EC	DESN	DOF	PAY SCALE	BP	PB	GP	DFI	01.01.06	01.07.06	01.07.07	01.07.08
131	Sri S. Mahall	596655	ATN-II	01.01.06	2650 - 4000	3300	PB -1S	1650	01.07.06	7790	8030	8280	8530 ✓
106	Ms. M. Majhi	596657	ATN-II	01.01.06	2650 - 4000	3235	PB -1S	1650	01.07.06	7670	7910	8150	8400 ✓
101	Sri G. Gouda	596660	ATN-II	01.01.06	2650 - 4000	3235	PB -1S	1650	01.07.06	7670	7910	8150	8400 ✓
100	Sri F. Oram	598706	ATN-II	01.01.06	2650 - 4000	3105	PB -1S	1650	01.07.06	7430	7660	7890	8130 ✓
96	Sri R. C. Barik	598708	ATN-II	01.01.06	2650 - 4000	3105	PB -1S	1650	01.07.06	7430	7660	7890	8130 ✓
97	Sri D. Bhumij	598709	ATN-II	01.01.06	2650 - 4000	3105	PB -1S	1650	01.07.06	7430	7660	7890	8130 ✓
117	Sri F. Lugun	598710	ATN-II	01.01.06	2650 - 4000	3105	PB -1S	1650	01.07.06	7430	7660	7890	8130 ✓
86	Sri K. Nayak	598721	ATN-II	01.01.06	2650 - 4000	3105	PB -1S	1650	01.07.06	7430	7660	7890	8130 ✓
123	Sri P. Tanty	598722	ATN-II	01.01.06	2650 - 4000	3105	PB -1S	1650	01.07.06	7430	7660	7890	8130 ✓
92	Sri B. Singh	598726	ATN-II	01.01.06	2650 - 4000	3105	PB -1S	1650	01.07.06	7430	7660	7890	8130 ✓
90	Sri K. Rajak	599729	ATN-II	01.01.06	2650 - 4000	3040	PB -1S	1650	01.07.06	7310	7530	7760	8000 ✓
107	Sri P. Jojo	599730	ATN-II	01.01.06	2650 - 4000	3040	PB -1S	1650	01.07.06	7310	7530	7760	8000 ✓
108	Ms. K. Tanty	599733	ATN-II	01.01.06	2650 - 4000	3040	PB -1S	1650	01.07.06	7310	7530	7760	8000 ✓
94	Sri A. K. Pramanik	599736	ATN-II	01.01.06	2650 - 4000	3040	PB -1S	1650	01.07.06	7310	7530	7760	8000 ✓
109	Sri D. Barik	599739	ATN-II	01.01.06	2650 - 4000	3040	PB -1S	1650	01.07.06	7310	7530	7760	8000 ✓
110	Sri T. Naik	599740	ATN-II	01.01.06	2650 - 4000	3040	PB -1S	1650	01.07.06	7310	7530	7760	8000 ✓
111	Sri B. Munda	599741	ATN-II	01.01.06	2650 - 4000	3040	PB -1S	1650	01.07.06	7310	7530	7760	8000 ✓
95	Sri L. Kishan	599745	ATN-II	01.01.06	2650 - 4000	3040	PB -1S	1650	01.07.06	7310	7530	7760	8000 ✓
118	Sri G. C. Barik	599750	ATN-II	01.01.06	2650 - 4000	3040	PB -1S	1650	01.07.06	7310	7530	7760	8000 ✓
61	Sri S. Naik	574381	ATN-I	01.01.06	2750 - 4400	3660	PB - 1	1800	01.07.06	8610	8870	9140	9420 ✓
62	Ms. S. Devi	574382	ATN-I	01.01.06	2750 - 4400	3030	PB - 1	1800	01.07.06	7680	7920	8160	8410 ✓
59	Sri G. Singh	574385	ATN-I	01.01.06	2750 - 4400	3660	PB - 1	1800	01.07.06	8610	8870	9140	9420 ✓
65	Sri A. Naik	577400	ATN-I	01.01.06	2750 - 4400	3520	PB - 1	1800	01.07.06	8350	8610	8870	9140 ✓
63	Sri D. Buda	577417	ATN-I	01.01.06	2750 - 4400	3520	PB - 1	1800	01.07.06	8350	8610	8870	9140 ✓
64	Sri P. C. Mandal 588522	577417	ATN-I	01.01.06	2750 - 4400	3450	PB - 1	1800	01.07.06	8220	8470	8730	9000 ✓
19	Sri S. Lohar	372364	ATN-I	01.01.06	3050 - 4590	3950	PB - 1	1900	01.07.06	9250	9530	9820	10120 ✓
53	Sri R. Rout	373371	ATN-I	01.01.06	3050 - 4590	3725	PB - 1	1900	01.07.06	8830	9100	9380	9670 ✓
34	Sri C. Singh	374388	ATN-I	01.01.06	3050 - 4590	3800	PB - 1	1900	01.07.06	8970	9240	9520	9810 ✓
20	Sri B. Oram	377421	ATN-I	01.01.06	3050 - 4590	3950	PB - 1	1900	01.07.06	9250	9530	9820	10120 ✓
49	Sri B. K. Sethi	385465	ATN-I	01.01.06	3050 - 4590	3500	PB - 1	1900	01.07.06	8410	8670	8940	9210 ✓
21	Sri M. Jena	387490	ATN-I	01.01.06	3050 - 4590	3500	PB - 1	1900	01.07.06	8410	8670	8940	9210 ✓
28	Sri A. K. Das	388508	ATN-I	01.01.06	3050 - 4590	3575	PB - 1	1900	01.07.06	8550	8810	9080	9360 ✓
29	Sri A. Jate	388528	ATN-I	01.01.06	3050 - 4590	3800	PB - 1	1900	01.07.06	8970	9240	9520	9810 ✓
30	Sri N. Rout	388529	ATN-I	01.01.06	3050 - 4590	3575	PB - 1	1900	01.07.06	8550	8810	9080	9360 ✓
55	Sri B. C. Jena	389535	ATN-I	01.01.06	3050 - 4590	3800	PB - 1	1900	01.07.06	8970	9240	9520	9810 ✓
32	Sri M. Nanda	390561	ATN-I	01.01.06	3050 - 4590	3500	PB - 1	1900	01.07.06	8410	8670	8940	9210 ✓


 Assistant Registrar
 (Internal Audit)

PAY FIXATION

11-11

12

SIC No.	NAME	EC	POST	DATE	PAY SCALE	BP	PB	GP	DFI	01.01.06	01.07.06	01.07.07	07.08
56	Sri B. Beurla	390574	ATN-I	01.01.06	3050 - 4590	3575	PB - 1	1900	01.07.06	8550	8810	9080	9360 -
51	Sri B. Nalk	390584	ATN-I	01.01.06	3050 - 4590	3575	PB - 1	1900	01.07.06	8550	8810	9080	9360 -
52	Sri K. Tanty	391593	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910 -
35	Sri C. Tirkey	392617	ATN-I	01.01.06	3050 - 4590	3650	PB - 1	1900	01.07.06	8690	8960	9230	9510 -
54	Sri S. Oram	393624	ATN-I	01.01.06	3050 - 4590	3425	PB - 1	1900	01.07.06	8280	8530	8790	9060 -
23	Sri M. Badalk	573373	ATN-I	01.01.06	3050 - 4590	3650	PB - 1	1900	01.07.06	8690	8960	9230	9510 -
24	Sri L. Tanty	574389	ATN-I	01.01.06	3050 - 4590	3800	PB - 1	1900	01.07.06	8970	9240	9520	9810 -
47	Sri S. Dansana	576413	ATN-I	01.01.06	3050 - 4590	3800	PB - 1	1900	01.07.06	8970	9240	9520	9810 -
12	Sri J. Pradhan	579430	ATN-I	01.01.06	3050 - 4590	3575	PB - 1	1900	01.07.06	8550	8810	9080	9360 -
45	Sri S. Choudhury	588527	ATN-I	01.01.06	3050 - 4590	3500	PB - 1	1900	01.07.06	8410	8670	8940	9210 -
48	Sri R. K. Das	589543	ATN-I	01.01.06	3050 - 4590	3500	PB - 1	1900	01.07.06	8410	8670	8940	9210 -
39	Sri M. K. Behera	590564	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910 -
50	Sri G. S. Reddy	590566	ATN-I	01.01.06	3050 - 4590	3425	PB - 1	1900	01.07.06	8280	8530	8790	9060 -
40	Sri K. Topno	592620	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910 -
46	Ms. S. Tanty	595641	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910 -
31	Sri R. K. Das	596659	ATN-I	01.01.06	3050 - 4590	3350	PB - 1	1900	01.07.06	8140	8390	8650	8910 -
1	Sri B. NARSINGHA	372366	AT-SG	01.01.06	4000 - 6000	4300	PB - 1	2400	01.07.06	10400	10720	11050	11390 -
5	Sri S. MUNDA	374390	AT-SG	01.01.06	4000 - 6000	5000	PB - 1	2400	01.07.06	11700	12080	12430	12810 -
8	Sri B. SAHANI	378426	AT-SG	01.01.06	4000 - 6000	4400	PB - 1	2400	01.07.06	10590	10910	11240	11580 -
7	Sri L. BEHERA	397693	AT-SG	01.01.06	4000 - 6000	4600	PB - 1	2400	01.07.06	10960	11290	11630	11980 -
99	Sri S. K. Rout	599737	ATN-II	01.01.06	4000 - 6000	3040	PB - 1S	1650	01.07.06	7310	7530	7760	8000 -

2650 - 4000

[Signature]
 Assistant Registrar
 (Internal Audit)
 National Institute of Technology
 Rourkela-769008, Orissa

[Signature]
 Registrar
 National Institute of Technology
 ROURKELA 769008 *[Signature]*



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology
Rourkela - 769 008

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निर्देशक

No.NITR/DR/MHRD/2009/L/720
Date: February 24, 2009

To
Shri Madan Mohan
Director (NITs)
Ministry of HRD
Department of Higher Education
Shastri Bhawan
New Delhi.

Sub: Pay Anomaly arising out of implementation of 6th Pay commission at NIT
Rourkela.

Dear Shri Madan Mohan,

In continuation of my letter No.NITR/RG/2008/L/475 dated 24.11.2008 I would like to add that implementation of the 6th Pay Commission recommendations for non-teaching employees of our Institute is provisional subject to ratification by the Board and the Ministry. We have taken undertaking from every employee to this effect and that if there is any excess payment made, it will be recovered in due course.

With regards,

Yours sincerely,

Sunil Kr Sarangi

- Copy to: (1) Shri S. Mohan, Director (Finance) for information
(2) Shri S. K. Ray, Financial Adviser for information.
(3) Establishment Section

*Note: mean an employee is
paid less, the balance
amount shall be reimbursed*

Pre-revised scale of the post of Asst. Registrars, Asst. Librarians was 6500-200-10500 (S-12). Officers were recruited after 01.01.2006 in that scale with / without initial increments as recommended by the respective selection committees. However, due to merger of pre-revised scales of S-9 to S-12 in the CCS (RP) Rules, 2008 into PB-2 with Grade Pay of Rs. 4200/-, the scale of above officers became identical to those of Asst. Superintendents / Accountants / Library Information Assistants / Technical Assistants working/recruited in the pre-revised scale of 5000-150-8000 (S-9) and reporting to these officers.

Hence, it is recommended to upgrade the pay scale of the posts of Asst. Registrars and Asst. Librarians to the revised Group-A entry level [i.e. Pay Band-3 with Grade Pay of Rs. 5400/-], which has been the norm in all institutes of national standing.

It is noted that the affected officers [scale: S-12] belong to a separate cadre [officers] while others [scale: S-9] belong to the feeder post of a distinctly lower cadre [Superintendents / Technical Assistants]. Merging the two feeder posts leads to functional disparity.

Further, in some of these cases, the selection committees recognized the service already put and experience gained by the candidate in their previous organizations, their gross salary at that time and their performance in the test and interview. The selection committees were clear in their view that the candidates were distinctly senior to a entry level officer and deserved starting increments. The candidates found the offers acceptable and left their previous organization to join NIT, Rourkela.

To be morally and legally correct, it is recommended to offer the following starting salary on the date of joining:-

Starting salary = [Starting Pay of PB-3 + Grade Pay of 5400] X (1.03)ⁿ, where "n" being the number of initial increments granted to a candidate.

List of Officers

NAME OF THE OFFICER	POST & SCALE	DATE OF JOINING	NUMBER OF INITIAL INCREMENTS
Sri. B.Acharya	Asst. Registrar 6500-10000	15.02.07	3
Sri K. P. Panigrahi		23.03.07	3
Ms. S. Sahoo		22.11.07	0
Sri M. Madhan	Asst. Librarian 6500-10000	19.02.07	5
Sri Y.S. Rao		22.02.07	3
Ms. S. Awasthi		15.02.07	1
Sri P. K. Panda	Finance Officer 8000-13500	11.08.08	4

Sri B. Champatiray joined as Security Officer on 01.07.06 at initial basic pay of Rs. 6700/- in the pre-revised scale of 6500-200-10500 (S-12). Prior to that, he was working in the institute as Security Inspector in the pre-revised scale of 5000-150-8000 (S-9). His pay in the post of Security Inspector has been fixed as per Rule 7(1)(A)(i) of the CCS (RP) Rules.

2008 and pay in the post of Security Officer has been fixed as per Clarification 2 (a) contained in the Ministry of Finance F. No. 1/1/2008-IC, dated 13/09/2008.

However, due to merger of the pre-revised scales of the above two posts, Grade Pay remained unchanged in both the posts even one post being at a higher level.

Hence, it is proposed to upgrade the pay scale of the post of Security Officer to the revised Pay Band – 3 with Grade Pay of Rs. 5400/-.

Existing scale of Physical Training Officer [Dr. P. K. Rout], a feeder post was in the pre-revised scale of 6500-10500 (S-12). Revised pay has been fixed as per Rule 7(1)(A)(i) of the CCS (RP) Rules, 2008. However, due to merger of pre-revised scales of S-9 to S-12, Grade Pay of the incumbent become equal to that of Physical Training Instructor (Pre-revised scale of 5500-9000 (S-10) working under him.

Hence, it is proposed to upgrade the pay scale of the posts of Physical Training Officer to the revised Pay Band – 3 with Grade Pay of Rs. 5400/-.

Existing scale of Asst. Engineer (Ele.) [Sri S. K. Sahoo], a promotion post was in the pre-revised scale of 6500-10500 (S-12). Revised pay has been fixed as per Rule 7(1)(A)(i) of the CCS (RP) Rules, 2008. However, due to merger of the pre-revised scales of S-9 to S-12, Grade Pay of the incumbent become equal to that of Jr. Engineer (Ele.) working in the pre-revised scale of 5000-150-8000 (S-9).

Hence, it is proposed to upgrade the pay scale of the posts of Asst. Engineer to the pre-revised scale of 7500-12000 (S-14) corresponding to the revised Pay Band – 2 with Grade Pay of Rs. 4800 as enumerated in Para (ii) of Section – I, Part – B of the CCS (RP) Rules, 2008.

Sr. Technical Assistants were given pre-revised scale of 6500-200-10500 (S-12). Their Revised pay has been fixed as per Rule 7(1)(A)(i) of the CCS (RP) Rules, 2008 as follows:-

Sl. No	NAME OF THE EMPLOYEE	BASIC PAY as on 01.01.06 [Pre-revised]	REVISED PAY SCALE		
			PB	GRADE PAY	PAY IN PB
1	SRI D. SAHOO, Sr. TA	8900	2	4200	16560
2	SRI Md. DILDAR, Sr. TA	8500	2	4200	15810
3	Ms. K. P. D. MOHAPATRA	8900	2	4200	16560
4	SRI P. MALLICK, Sr. TA	9100	2	4200	16930
5	Ms. P. RADHA, Sr. TA	8900	2	4200	16560
6	SRI A. K. NANDA, Sr. TA	7900	2	4200	14700

However, due to merger of the pre-revised scales of S-9 to S-12, Grade Pay of the incumbents became equivalent to the Technical Assistants working in the pre-revised Scale of 5000-150-8000 (S-9) thereby making the promotion and the feeder post identical.

Hence, it is proposed to upgrade the pay scale of the post Sr. Technical Assistants to the pre-revised scale of 7500-12000 (S-14) corresponding to the revised Pay Band – 2 with Grade Pay of Rs. 4800 as enumerated in Section – I, Part – B of the CCS (RP) Rules, 2008.

Pre-revised Scale of Superintendents, a promotion post was 5500-175-9000 (S-10), and that of the Asst. Superintendents, the feeder post of same cadre was 5000-150-8000 (S-9). However, due to merger of the pre-revised scales of S-9 to S-12, Grade Pay of both the posts in the revised pay scale has become same [Rs. 4200/- in PB-2].

Hence, it is proposed to upgrade the scale of Superintendents to the Pre-revised scale of 7500-12000 (S-14) corresponding to the revised Pay Band – 2 with Grade Pay of Rs.4800 as enumerated in Section – I, Part – B of the CCS (RP) Rules, 2008.

Posts of Secretary to Director and Secretary to Registrar have historical parity with the post of Superintendents. Scale of Superintendents has been proposed for up-gradation to the Pre-revised scale of 7500-12000 (S-14) corresponding to the revised Pay Band – 2 with Grade Pay of Rs.4800 [see Para # 6, *supra*].

Hence, it is proposed to upgrade the scales of Secretary to Director and Secretary to Registrar to the Pre-revised scale of 7500-12000 (S-14) corresponding to the revised Pay Band – 2 with Grade Pay of Rs.4800 to maintain the historical parity with the post of Superintendents.

Existing scale of Physical Training Instructor [Dr. T. R. Pattnaik], a feeder post was in the pre-revised scale of 5500-9000 (S-10). Revised pay has been fixed as per Rule 7(1)(A)(i) of the CCS (RP) Rules, 2008. However, due to merger of the pre-revised scales of S-9 and S-10, Grade Pay of the incumbent become equal to that of the Grade Pay of the pre-revised scale of 5000-150-8000 (S-9).

Hence, it is proposed to upgrade the scale of to the Pre-revised scale of Physical Training Instructor 7500-12000 (S-14) corresponding to the revised Pay Band – 2 with Grade Pay of Rs.4800 as enumerated in Section – I, Part – B of the CCS (RP) Rules, 2008.

...
... Certain employees / officers have been due for financial up-gradation under the ACP scheme. But, the up-gradation has not been implemented because of the advice to hold given by the ministry vide letter No.F.20-6/2005-TS-III, dated 02-04-2007.

It is proposed to implement the ACP under the old scheme w.e.f the respective dates of eligibility, which may kindly be permitted.

The Non Teaching Employees Services Association of the institute has requested restoration of the REC pay scales. It is an issue with wide ramification. I request the ministry to kindly consider their application and give suitable directive to the institute.



NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA - 769 008

NO.NITR/ES/RG/2008/M/ 9469
CIRCULAR

Date:06.11.2008.

Sub : Revision of Pay Scale for the employees of N. I T., Rourkela (except Faculty / Academic staff).

As per directive of Govt. of India, Ministry of Human Resources Development, vide O.M. No.F.23-7/2008-1FD, dated 23.10.2008, the pay scale of the employees of NIT, Rourkela as mentioned above will be revised w.e.f. 01.01.2006 as per Central Civil Service (Revised Pay) Rules - 2008:-

- (1) Therefore the staff members are requested to give their option and undertaking in the prescribed proforma (enclosed). The option should reach the undersigned within one week from the date of issue of this order so as to enable this office to take appropriate action.
- (2) The staff members may also give an option for adjusting all financial penalties against 2004 strike against the arrears at the pre revised rate.
- (3) If there are any discrepancies in pay fixation or arrear calculation, that should be brought to the attention of the administration.

This issues with the approval of the competent authority.


REGISTRAR

Encl : As above (04 forms)

Copy to :

1. All Deans / HODs / HOOs for wide circulation among the staff members.
2. Finance Officer.
3. Security Officer.
4. AR(PW) / AR(ACA) / AR (IA).
5. Establishment.



NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA – 769 008

Sub : Option for effective date of pay revision.

THE SECEOND SCHEDULE

Form of Option

[See Rule_____]

- *(i) I _____ hereby elect the revised pay structure with effect from 1st January, 2006.
- *(ii) I _____ hereby elect to continue on the existing scale of pay of my substantive / officiating post mentioned below until:

The date of my next increment.

The date of my subsequent increment raising my pay to Rs._____.

I vacate or cease to draw pay in the existing scale.

The date of my promotion to _____.

The option hereby exercised is final and will be not be modified at any subsequent date.

Existing Scale _____.

Signature _____

Name _____

Employee Code _____

Designation _____

Department / Office _____

at _____
Rourkela.

be scored out, if not applicable.

FORM FOR EXERCISING OPTION ON THE EVENT OF FIXATION OF PAY ON
PROMOTION TO NEXT HIGHER GRADE / POST

(To be submitted to the authority competent to fix the pay)

I holding the post of
..... in the pay scale of Rs.....

And drawing pay of Rs..... do hereby elect to exercise the
option as follows :

- (A) to have my pay fixed under Rule 22(I) (a)(1) FR & SR of Govt. of India
from the date of such promotion or appointment.
- (B) to have the pay fixed initially at the stage on a time – scale of the new
post above the pay in the lower grade or post from which I am promoted
on regular basis and refixed in accordance with Rule 22(I) (a)(1) FR & SR
on i.e., the date of accrual of next increment in the
scale of lower grade or post.

The option hereby exercised is final and will not be modified at any
subsequent date.

Signature

Designation

Employee Code

Department / Office

Date:.....

Signed before me
Head of the Office / Any Gazetted Officer

NB : Strike out which is not applicable.



NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA - 769 008

UNDERTAKING BY STAFF MEMBER

I,....., hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay towards implementation of revision of pay scales or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Institute either by adjustment against future payments due to me or otherwise. I also authorise the Institute to make deduction of statutory dues from my salary in accordance with the provisions of law at the revised rate

Signature _____

Name _____

Designation _____

Employee Code _____

Date:.....



NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA – 769 008

UNDERTAKING BY STAFF MEMBER

I, _____, request the NIT administration to adjust the penalties imposed on me as a consequence of my involvement in the unauthorized strike of Nov.11 – 16, 2004 at the pre – revised rate from my arrear dues.

Signature _____

Name _____

Designation _____

Employee Code _____

Date:.....

THE SECOND SCHEDULE

Form of Option

[See Rule ____]

* (i) I _____ hereby elect the revised pay structure with effect from 1st January, 2006.

* (ii) I _____ hereby elect to continue on the existing scale of pay of my substantive/officiating post mentioned below until:

* the date of my next increment

The date of my subsequent increment

raising my pay to Rs.

I vacate or cease to draw pay in the existing scale.

The date of my promotion to _____

Existing Scale _____

Signature _____

Name _____

Designation _____

Office in which employed _____

Date:

Station:

* To be scored out, if not applicable.

UNDERTAKING .

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature: _____

Name: _____

Designation: _____

Date:

Station:



**NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA – 769 008 (Orissa)**

No.NITR/ES/RG/2008/M/ 9744

Date: 19.11.2008

20

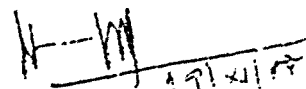
CIRCULAR

Sub: Payment of various allowances at par with Govt. of India Notification.

The undersigned is directed to communicate the implementation of different allowances as issued by the Government of India, Ministry of Finance, Department of Expenditure and directed by the Ministry of HRD vide No. F.23-7/2008-IFD dated October 23, 2008 for the Employees of NIT, Rourkela (except Faculty and Academic) who have opted for the new scale and given undertaking.

Sl No	Type of Allowances admissible	Date of Effectiveness	O.M. No. and Date
1.	Dearness Allowance(DA)	1.1.2006	No. 1.(3)/2008-E-II(B) Dt. 29.08.2008
2.	House Rent Allowance	1.9.2008	No. 2(13)/2008-E.II(B) Dt. 29.08.2008
3.	Transport Allowance	1.9.2008	No.21(2)/2008-E-II(B) Dt. 29.08.2008
4.	Family Planning Allowance	1.9.2008	F. No.7(20)/2008-E.III(A) Dt. 24.09.2008
5.	Non-Practicing Allowance	Date of Option as exercised	F.No. 7(19)/2008-E.III(A) Dt. 30.08.2008

This issues with the approval of the competent authority.



REGISTRAR

Encl: As above.

Copy to:

1. All Deans/HODs HOOs
2. Asst. Registrar(Aca)/ IA/ PW
3. Finance Officer
4. Security Officer
5. Secretary to Director.

No. 1 (3)/2008-E-II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 29 August, 2008

OFFICE MEMORANDUM

Subject: - Recommendations of the Sixth Central Pay Commission-Decision of Government relating to grant of Dearness Allowance to Central Government servants-Revised rates effective from 1.1.2006, 1.7.2006, 1.1.2007, 1.7.2007, 1.1.2008 and 1.7.2008

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Dearness Allowance, the President is pleased to decide that the Dearness Allowance admissible to all categories of Central Government employees shall be admissible from the dates mentioned below at the following rates:-

Date from which payable	Rate of Dearness Allowance per mensem
From 1.1.2006	No Dearness Allowance
From 1.7.2006	2% of basic pay + NPA, where applicable
From 1.1.2007	6% of basic pay + NPA, where applicable
From 1.7.2007	9% of basic pay + NPA, where applicable
From 1.1.2008	12% of basic pay + NPA, where applicable
From 1.7.2008	16% of basic pay + NPA, where applicable

- The payment of Dearness Allowance under these orders from the dates indicated above shall be made after adjusting the instalments of Dearness Allowance already sanctioned and paid to Central Government employees w.e.f. 1.1.2006 vide OM No.1(2)/2006-E-II(B)/166 dated 29.3.2006, 1.7.2006 vide OM No. 1(13)/2006-E-II(B)/523 dated 11.9.2006, 1.1.2007 vide OM No.1(2)/2007-E-II(B)/64 dated 22.3.2007, 1.7.2007 vide OM No.1(8)/2007-E-II(B)/212 dated 11.9.2007 and 1.1.2008 vide OM No.1(1)/2008-E-II(B) dated 17.3.2008.
- The term 'basic pay' in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+, apex scale and the Cabinet Secretary's scale, basic pay means the pay in the prescribed scale. For the purpose of calculation of dearness allowance, non-practising allowance, where applicable, shall be taken into account as at present.
- The Dearness Allowance will continue to be a distinct element of remuneration and will not be treated as pay within the ambit of FR 9(21).
- The payment on account of Dearness Allowance involving fractions of 50 paise and above may be rounded off to the next higher rupee and the fractions of less than 50 paise may be ignored.
- These orders shall also apply to the Civilian employees paid from the Defence Services Estimates and the expenditure will be chargeable to the relevant Head of the Defence Services Estimates. In regard to Armed Forces personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.
- In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.
- Hindi version will follow.

Madhulika Prasad

(Madhulika P. Sukul)
Joint Secretary to the Govt. of India

To

All Ministries/Departments of the Government of India as per standard distribution list etc.

Copy(with usual number of spare copies) forwarded to C.& A.G., U.P.S.C., etc. as per standard endorsement list.

No. 2(13)/2008-E.II(B)
Government of India
Ministry of Finance
Department of Expenditure
.....

New Delhi, the 29th August, 2008.

OFFICE MEMORANDUM

Subject:- Decision of the Government on the recommendations of the Sixth Central Pay Commission relating to grant of House Rent Allowance (HRA) and Compensatory (City) Allowance (CCA).

The undersigned is directed to say that, consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission, the President is pleased to decide that, in modification of this Ministry's O.M. No.2(37)-E.II(B)/64 dated 27.11.1965 as amended from time to time, O.M. No.2(30)/97-E.II(B) dated 03.10.1997 and O.M.No.2(21)/E.II(B)/2004 dated 18.11.2004, the admissibility of these allowances shall be as under:-

(i) COMPENSATORY (CITY) ALLOWANCE:

The Compensatory (City) Allowance (CCA) stands ABOLISHED.

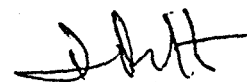
(ii) HOUSE RENT ALLOWANCE:

2. Based on the recommendations of the Sixth Central Pay Commission, the earlier classification of cities has been revised viz. A-1 to "X"; A, B-1 & B-2 to "Y" and C & Unclassified to "Z". In determining the revised classification, the population of Urban Agglomeration area of the city has been taken into consideration. Accordingly, the rates of House Rent Allowance shall be as under:-

Classification of Cities/Towns	Rate of House Rent Allowance as a percentage of (Basic pay + NPA where applicable)
X	30 %
Y	20 %
Z	10 %

3. The term "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

4. In respect of those employees who opt to retain their pre-revised scales of pay, the pay for the purpose of these orders shall also include, in addition to the basic pay in the applicable pre-revised scales, Stagnation Increment(s), Dearness Pay and Non-Practising Allowance as per orders in force on 1.1.2006.



of Defence and the Ministry of Railways, respectively.

11. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller & Auditor General of India.

12. Hindi version will follow.

Madhulika Prasad

(Madhulika P. Sukul)
Joint Secretary to the Govt. of India

To

All Ministries and Departments of the Govt. of India etc. as per standard distribution list.

Copy to C&AG and U.P.S.C., etc. (with usual number of spare copies) as per standard endorsement list.

[Signature]

ANNEXURE

to O.M. No.2(13)/2008-E.II(B) dt.29 August 2008

**LIST OF CITIES/TOWNS WHERE HOUSE RENT ALLOWANCE
IS ADMISSIBLE TO CENTRAL GOVERNMENT EMPLOYEES**

S. No.	STATES	CITIES CLASSIFIED AS "X"	CITIES CLASSIFIED AS "Y"
1.	Andhra Pradesh	Hyderabad (UA)	Vijayawada (UA), Warangal (UA), Visakhapatnam (UA), Guntur
2.	Assam		Guwahati (UA)
3.	Bihar		Patna (UA)
4.	Chandigarh		Chandigarh
5.	Chhattisgarh		Durg-Bhilai Nagar (UA), Raipur (UA)
6.	Delhi	Delhi (UA)	
7.	Gujarat		Ahmedabad (UA), Rajkot (UA), Jamnagar (UA), Bhavnagar (UA), Vadodara (UA), Surat (UA)
8.	Haryana		Faridabad*
9.	Jammu & Kashmir		Srinagar (UA), Jammu (UA)
10.	Jharkhand		Jamshedpur (UA), Dhanbad (UA), Ranchi (UA)
11.	Karnataka	Bengaluru(UA)	Belgaum (UA), Hubli-Dharwad, Mangalore (UA), Mysore (UA)
12.	Kerala		Kozhikode (UA), Kochi (UA), Thiruvananthapuram (UA)
13.	Madhya Pradesh		Gwalior (UA), Indore (UA), Bhopal (UA), Jabalpur (UA)
14.	Maharashtra	Greater Mumbai(UA)	Amravati, Nagpur (UA), Aurangabad (UA), Nashik (UA), Bhiwandi (UA), Pune (UA), Solapur, Kolhapur (UA)
15.	Orissa		Cuttack (UA), Bhubaneswar (UA)
16.	Punjab		Amritsar (UA), Jalandhar (UA), Ludhiana,
17.	Pondicherry		Pondicherry (UA)
18.	Rajasthan		Bikaner, Jaipur, Jodhpur (UA), Kota (UA)
19.	Tamil Nadu	Chennai(UA)	Salem (UA), Tiruppur (UA), Coimbatore (UA), Tiruchirappalli (UA), Madurai (UA)
20.	Uttarakhand		Dehradun (UA)
21.	Uttar Pradesh		Moradabad, Meerut (UA), Ghaziabad*, Aligarh, Agra (UA), Bareilly (UA), Lucknow (UA), Kanpur (UA), Allahabad (UA), Gorakhpur, Varanasi (UA)
22.	West Bengal	Kolkata (UA)	Asansol (UA)

* Only for the purpose of extending HRA on the basis of dependency.

NOTE

The remaining cities/towns in various States/UTs which are not covered by classification as "X" or "Y" are classified as "Z" for the purpose of HRA.

21(2)/2008-E-II(B)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi, the 29th August, 2008

OFFICE MEMORANDUM

Subject: Grant of Transport Allowance to Central Government employees.

The undersigned is directed to say that consequent upon the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission, the President is pleased to decide that in modification of this Ministry's O.M. No. 21(1)/97-EII (B) dated 3.10.1997, the Central Government employees shall be entitled to Transport Allowance at the following rates:-

Employees drawing grade pay of	Rate of Transport Allowance per month	
	In 13 cities ¹ classified as A-1/A earlier.	Other places
Grade pay of Rs.5400 & above.	Rs. 3200+DA thereon	Rs. 1600+ DA thereon
(i) Grade pay of Rs. 4200, Rs.4600 and Rs.4800	Rs. 1600+DA thereon	Rs. 800+ DA thereon
(ii) those drawing grade pay below Rs.4200 but drawing pay in the pay band equal to Rs.7440 & above.		
Grade pay below 4200 and pay in the pay band below Rs. 7440.	Rs.600+DA thereon	Rs.400+DA thereon

¹ Hyderabad(UA), Delhi(UA), Bangalore(UA), Greater Mumbai(UA), Chennai(UA), Kolkata(UA), Ahmedabad(UA), Surat(UA), Nagpur(UA), Pune(UA), Jaipur(UA), Lucknow(UA) and Kanpur(UA).

¹ The grant of transport allowance shall be subject to the following conditions:-

- The blind or orthopaedically handicapped employees in terms of this Ministry's orders vide OM No 21(1)/97-E-II(B) dated 3.10.1997 shall continue to draw this allowance at double the normal rates, which shall, in no case, be less than Rs. 1,000/- per month plus the applicable rate of dearness allowance. The other conditions of O.M. No. 19029/1/78-E-IV(B) dated 31.8.78, related to grant of conveyance allowance to blind and orthopaedically handicapped Central Government employees shall remain unchanged.
- The allowance shall not be admissible to those employees who have been provided with the facility of Government transport.
- The condition contained in para 3(ii) of O.M. No. 21(1)/97 E-II(B) dated 3.10.1997 by which the grant of Transport Allowance to employees provided with official accommodation within one kilometer of office or within a campus housing the place of work and residence was disallowed, has been withdrawn.
- In respect of those employees who opt to retain their pre-revised scales of pay, the corresponding Grade Pay of the pay scale/corresponding pay scale of the post occupied on 1.1.2006 as indicated in CCS(Revised Pay) Rules, 2008 would determine the allowance under these orders.

- (v) These orders will apply to all civilian employees of the Central Government. The orders will also apply to the civilian employees paid from the Defence Service Estimates. In regard to Armed Forces Personnel and Railway employees, separate orders will be issued by the Ministry of Defence and Ministry of Railways, respectively.

Officers drawing grade pay of Rs. 10,000 & Rs. 12000 and those in the HAG + Scale, who are entitled to the use of official car in terms of O.M. No. 20(5)-E-II(A)/93 dated 28.1.94 shall be given the option to avail themselves of the existing facility or to draw the Transport Allowance at the rate of Rs. 7,000/- p.m. plus dearness allowance thereon.

In so far as the persons serving in the Indian Audit & Accounts Department are concerned, this order issues in consultation with the Comptroller & Auditor General of India.

The order shall take effect from September 1, 2008.

Hindi version will follow.

Madhulika Prasad

(Madhulika P. Sukul)

Joint Secretary to the Government of India

To,

All Ministries and Departments of the Government of India etc. as per standard distribution list.
Copy forwarded to C&AG and UPSC etc. (with usual number of spare copies) as per standard endorsement list.

Prasad

F.No.7(20)/2008-E.III(A)
Government of India
Ministry of Finance
Department of Expenditure

New Delhi. Dated 24th September, 2008.

OFFICE MEMORANDUM

Subject:- Revision in the rates of Family Planning Allowance for adoption of small family norms following the recommendations of the Sixth Central Pay Commission.

Consequent upon the implementation of the revised pay structure by the Government with effect from 1st January, 2006 on the basis of recommendations of the Sixth Central Pay Commission and in partial modification of this Ministry's O.M. No.6(39)/98-IC.II dated 6th July, 1999, the President is pleased to sanction the revised Family Planning Allowance at double the existing amount of the Family Planning Allowance, subject to a minimum of Rs.210/- per month as indicated in Column 7 of Annexure to this Office Memorandum.

2. The allowance will be related to the Grade Pay corresponding to the post against which the employee concerned had initially earned, or will earn the Family Planning Allowance. All other terms and conditions governing the grant of Family Planning Allowance shall remain unchanged.

3. These orders will be effective from 1st September, 2008.

4. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

5. Hindi version of this O.M. will follow.



(Madhulika P. Sukul)

Joint Secretary to the Govt. of India

To

Published on National Portal of India | <http://india.gov.in/govt/paycommission.php>
All Ministries & Departments etc.

Annexure to O.M. No.7(20)/2008-E.III(A) dated 24thth September, 2008

Revised Rates of Family Planning Allowance (FPA) with reference to Revised Pay Bands and Grade Pays for posts carrying present scales in Group 'A', 'B', 'C' & 'D'

(In Rs.)

Present Scale			Revised Pay Structure			Rate of Family Planning Allowance
Sl. No.	Post/ Grade	Present Scale	Name of Pay Band/ Scale	Corresponding Pay Bands/ Scales	Corresponding Grade Pay	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300	210
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400	
3	S-2A	2610-60-2910-65-3300-70-4000	-1S	4440-7440	1600	
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650	
5	S-4	2750-70-3800-75-4400	PB-1	5200-20200	1800	
6	S-5	3050-75-3950-80-4590	PB-1	5200-20200	1900	
7	S-6	3200-85-4900	PB-1	5200-20200	2000	
8	S-7	4000-100-6000	PB-1	5200-20200	2400	
9	S-8	4500-125-7000	PB-1	5200-20200	2800	250
10	S-9	5000-150-8000	PB-2	9300-34800	4200	400
11	S-10	5500-175-9000	PB-2	9300-34800	4200	
12	S-11	6500-200-6900	PB-2	9300-34800	4200	
13	S-12	6500-200-10500	PB-2	9300-34800	4200	
14	S-13	7450-225-11500	PB-2	9300-34800	4600	450
15	S-14	7500-250-12000	PB-2	9300-34800	4800	500

Published on National Portal of India | <http://india.gov.in/govt/paycommission.php>

[Signature]

16	S-15	8000-275-13500	PB-2	9300-34800	5400	550
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400	
18	S-16	9000	PB-3	15600-39100	5400	
19	S-17	9000-275-9550	PB-3	15600-39100	5400	
20	S-18	10325-325-10975	PB-3	15600-39100	6600	650
21	S-19	10000-325-15200	PB-3	15600-39100	6600	
22	S-20	10650-325-15850	PB-3	15600-39100	6600	
23	S-21	12000-375-16500	PB-3	15600-39100	7600	750
24	S-22	12750-375-16500	PB-3	15600-39100	7600	
25	S-23	12000-375-18000	PB-3	15600-39100	7600	
26	S-24	14300-400-18300	PB-4	37400-67000	8700	800
27	S-25	15100-400-18300	PB-4	37400-67000	8700	
28	S-26	16400-450-20000	PB-4	37400-67000	8900	900
29	S-27	16400-450-20900	PB-4	37400-67000	8900	
30	S-28	14300-450-22400	PB-4	37400-67000	10000	1000
31	S-29	18400-500-22400	PB-4	37400-67000	10000	

F.No.7(19)/2008-E.III(A)
Government of India
Ministry of Finance
Department of Expenditure
.....

New Delhi, dated 30th August, 2008

OFFICE MEMORANDUM

Subject: Revision of rates of Non-Practising, Allowance attached to medical posts other than posts included in the Central Health Services (CHS)
.....

The Sixth Central Pay Commission has recommended that Doctors should continue to be paid Non-Practising Allowance at the existing rate of 25% of the aggregate of the band pay and grade pay subject to the condition that the Basic Pay + NPA does not exceed Rs.85000/-. Consequent upon acceptance of recommendations of the Sixth Central Pay Commission by the Government, the President is pleased to decide that, in modification of this Ministry's O.M. No.7(25)/E.III(A)/97 dated 15.4.1998, the Non-Practising Allowance may continue to be paid at the existing rate of 25% of Basic Pay subject to the condition that the Basic Pay + NPA does not exceed Rs.85000/-.

2. The term "basic pay" in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. In the case of Government servants in the pay scales of HAG+ and above, basic pay means the pay in the prescribed scale.

3. The revised rate of NPA would be effective from the date an employee draws pay in the revised scale applicable to him in accordance with the provisions of the Central Services (Revised Pay) Rules, 2008.

4. The NPA should be restricted to those Medical Posts for which a Medical qualification recognized under the Indian Medical Council Act, 1956 or under the Dentists Act, 1948 has been prescribed as an essential qualification.


5. The Non-Practising Allowance will be treated as pay for the purpose of computing Dearness Allowance, entitlement of Travelling Allowance and other allowances as well as for calculation of retirement benefits.

2/...

:: 2 ::

5. These orders will not be applicable in respect of medical posts under the Ministries of Railways, Defence and Department of Atomic Energy for which separate orders will issue.

7. Hindi version will follow.



(Alok Saxena)
Director

To

All Ministries & Departments etc.

Copy forwarded to Ministries of Health & Family Welfare, Railways, Defence and Atomic Energy for issue of necessary orders in respect of Medical Services under their administrative control.

The Ministry of Health & Family Welfare may also issue similar orders in respect of medical posts under CHS and the Indian System of Medicine and Homeopathy.


(Alok Saxena)
Director





**NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA – 769 008 (Orissa)**

No.NITR/ES/RG/2008/M/9745

Date: 19.11.2008

CIRCULAR

20

Sub: Payment of various allowances and facilities at par with Govt. of India Notification.

The undersigned is directed to communicate the implementation of different allowances as issued by the Government of India, Ministry of Finance, Department of Expenditure and directed by the Ministry of HRD vide No. F.23-7/2008-IFD dated October 23, 2008 for the Employees of NIT, Rourkela (except Faculty and Academic) who have opted for the new scale and given undertaking.

Sl No	Type of Allowances & Facilities admissible	Date of Effectiveness	O.M. No. and Date
1.	Children Education Allowance	1.9.2008	No. 12011/03/2008 – Estt. (Allowance) dt. 02.09.2008.
2.	Conveyance Allowance	1.9.2008	F. No. 19039/2/2008-E.IV Dt. 23.09.2008.
3.	Travelling Allowance	1.9.2008	F. No. 19030/3/2008-E.IV Dt. 23.09.2008.
4.	Addition /changes in the CCS (LTC) Rules, 1988.	1.9.2008	F. No. 31011/4/2008 – Estt.(A) Dt. 23.09.2008

This issues with the approval of the competent authority.


REGISTRAR

Encl: As above.

Copy to:

1. All Deans/HODs HOOs
2. Asst. Registrar(Aca)/ IA/ PW
3. Finance Officer
4. Security Officer
5. Secretary to Director.

No.12011/03/2008-Estt. (Allowance)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

New Delhi, the 2nd September, 2008.

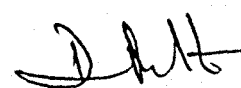
OFFICE MEMORANDUM

Subject :- Recommendations of the Sixth Central Pay Commission-implementation of decisions relating to the grant of Children Education Assistance and Reimbursement of Tuition Fee.

Consequent upon the decisions taken by the Government on the recommendations made by the Sixth Central Pay Commission and in supersession of all earlier orders on the subject of Children Education Allowance and reimbursement of Tuition Fee, the President is pleased to issue the following instructions:-

- (a) Children Education Allowance and Reimbursement of Tuition Fee which were hitherto payable separately will be merged and will henceforth be known as 'Children Education Allowance Scheme'.
- (b) Under the Scheme of Children Education Allowance reimbursement can be availed by Government Servants upto to a maximum of 2 children.
- (c) Reimbursement as indicated above will be applicable for expenditure on the education of school going children only i.e., for children from classes nursery to twelfth, including classes eleventh and twelfth held by junior colleges or schools affiliated to Universities or Boards of Education.
- (d) Henceforth, the reimbursement of Children Education Allowance shall have no nexus with the performance of the child in his class. In other words, even if a child fails in a particular class, the reimbursement of Children Education Allowance shall not be stopped.
- (e) Reimbursement for the following items can be claimed under this Scheme:

Tuition Fee, admission fee, laboratory fee, special fee charged for agriculture, electronics, music or any other subject, Fee charged for practical work under the programme of work experience, fee paid for the use of any aid or appliance by the



child, library fee, games/sports fee and fee for extra-curricular activities. This also includes reimbursement for purchase of one set of text books and notebooks, two sets of uniforms and one set of school shoes which can be claimed for a child, in a year.

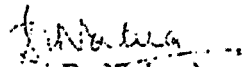
- (f) The annual ceiling fixed for reimbursement of Children Education allowance is Rs.12000.
- (g) Under this scheme, reimbursement can be claimed once every quarter. The amount that can be claimed in a quarter could be more than Rs.3000, and in another quarter less than Rs.3000, subject to the annual ceiling of Rs.12000 per child being maintained.
- (h) In case both the spouses are Government servants, only one of them can avail reimbursement under Children Education Allowance.
- (i) Hostel subsidy will be reimbursed upto the maximum limit of Rs.3000 per month per child subject to a maximum of 2 children. However, both hostel subsidy and Children Education Allowance cannot be availed concurrently.
- (j) The above limits would be automatically raised by 25% every time the Dearness Allowance on the revised pay structure goes up by 50%.

2. In order to ensure that Government servants have no difficulty in claiming reimbursement, the procedure under this Scheme is being kept simple. Reimbursement should henceforth be made on the submission of original receipts on the basis of self-certification by the Government servant.

3. These orders shall be effective from 1st September, 2008.

4. Insofar as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and auditor General of India.

5. Hindi version will follow.


(Simmi R. Nakra)
Director(P&A)

L.No.19039/2 2008-F.I.A
Government of India
Ministry of Finance
Department of Expenditure

OFFICE MEMORANDUM

Subject: Revision of Conveyance Allowance to Central Government employees under SR-25
Recommendations of the Sixth Central Pay Commission.

Consequent upon the acceptance of the recommendations of the Sixth Central Pay Commission and a modification of the Department's O.M. No. 100/91-1082, dated 8.9.1998, the President is pleased to revise the rates of fixed conveyance allowance as payable under SR-25 as indicated below:

Fixed Conveyance Allowance

The rates of fixed conveyance allowance payable to employees under SR-25 shall be as follows:

	upto Rs. 25	upto Rs. 50
Level 10	100	150
Level 11	150	200
Level 12	200	250
Level 13	250	300
Level 14	300	350

The above rates shall be increased by 25% when the Government of India increases its contribution to the cost of the conveyance.

These orders will be effective from 1st September, 2008.

For as the staff serving in the Audit and Accounts Department are concerned, these orders shall be in consultation with the Comptroller & Auditor General of India.

Handwritten will follow.

Madhulika B. Sur
MADHULIKA B. SUR

Joint Secretary to the Government of India

M. S. D. S. Department of the Government of India

2.1.11

.....

New Delhi, the 23rd September, 2008

OFFICE MEMORANDUM

Subject: Travelling Allowance Rules-Implementation of the Sixth Central Pay Commission.

The undersigned is directed to say that in pursuance of the decisions taken by the Government on the recommendations of the Sixth Central Pay Commission relating to Travelling Allowance entitlements, sanction of the President is conveyed to the modifications in the Travelling Allowance Rules as set out in the Annexure to this Office Memorandum in so far as they apply to civilian employees of the Central Government. Separate orders will be issued by the Ministries of Defence and Railways in respect of their personnel.

2. The 'Grade Pay' for determining the TA/DA entitlement is as indicated in Central Civil Service(Revised Pay)Rules 2008.

3. The term 'pay' for the purpose of these orders refer to basic pay as defined in Rule 3(8) of Central Civil Services(Revised Pay) Rules,2008 and includes the revised non-practicing allowance, if any, admissible in addition.

4. In respect of those employees who opt to continue in their pre-revised scales of pay, the corresponding Grade Pay of the pay scales of the post occupied on 1/1/2006 would determine the TA/DA entitlements under these orders. However, for determining the Composite Transfer Grant for such employees, the term pay shall also include, in addition to the basic pay in the pre-revised Scales, stagnation increments, Dearness Pay and NPA as per orders in force on 1/1/2006

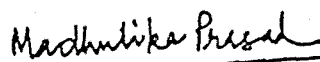
5. These orders shall take effect from 1st September,2008. However, if the Travelling Allowance entitlements in terms of the revised entitlements now prescribed result in a lowering of the existing entitlements in the case of any individual, groups or classes of employees, the entitlements, particularly in respect of mode of travel, class of accommodation, etc., shall not be lowered. They will instead continue to be governed by the earlier orders on the subject till such time as they become eligible, in the normal course, for the higher entitlements.

6. The claims submitted in respect of journey made on or after 1st September, 2008, may be regulated in accordance with these orders.

7. It may be noted that no additional funds will be provided on account of revision in TA/DA entitlements. It may therefore be ensured that permission to official travel is given judiciously and restricted only to absolutely essential official requirements.

8. In so far as the persons serving in the Indian Audit & Accounts Department are concerned, these orders issue in consultation with the Comptroller & Auditor General of India

9. Hindi version will follow.


(MADHULIKA P. SIKUL)

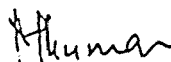
Joint Secretary to the Government of India.

To

All Ministries/Departments of the Government of India.etc.

Copy to:

- i) All State Governments & Union Territories.
- ii) Governors of all States/Lt. Governors of UTs.
- iii) Comptroller & Auditor General of India and all offices under his Control.
- iv) Union Public Service Commission, Supreme Court, Election Commission, Central Vigilance Commission, Deptt. of Personnel (AIS Division), Lok Sabha/Rajya Sabha Sectt. Commissioner Municipal Corporation of Delhi : and
- v) All Members of Staff Side of the National Council of JCM.



(MAHENDRA KUMAR)
Director (EG),
Ministry of Finance
(Deptt. of Expenditure)
New Delhi.

Annexure to Ministry of Finance, Department of Expenditure
O.M.No.19030/3/2008-E.IV dated 23rd September, 2008.

In supersession of S.R.17 and G.O.L., M.F.No.10/2/98-IC& 19030/2/97-E.IV dated 17/4/1998, the following provisions will be applicable with effect from 1.9.2008.

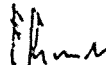
2. Entitlements for Journeys on Tour

A. Travel Entitlements within the Country

Grade Pay (1)	Travel Entitlements (2)
Officers drawing grade pay of Rs.10,000/- and above and those in pay scale of HAG + and above	Business/Club Class by air/AC First class by train
Officers drawing grade pay of Rs.7600, Rs.8700 and Rs. 8900	Economy Class by air/AC First class by train
Officers drawing grade pay of Rs.5400 and Rs.6600.	Economy Class by air/AC II Tier class by train.
Officers drawing grade pay of Rs.4200, Rs. 4600 and Rs.4800	AC II Tier class by train.
Officers drawing grade pay below Rs. 4200	First Class/AC III Tier/AC Chair car by train

The revised Travel entitlements are subject to following:-

- In case of places not connected by rail, travel by AC bus for all those entitled to travel by AC II Tier and above by train and by Deluxe/ordinary bus for others is allowed.
- In case of road travel between places connected by rail, travel by any means of public transport is allowed provided the total fare does not exceed the train fare by the entitled class.
- Henceforth, all mileage points earned by Government employees on tickets purchased for official travel shall be utilized by the concerned department for other official travel by their officers. Any usage of these mileage points for purposes of private travel by an officer will attract departmental action. This is to ensure that the benefits out of official travel, which is funded by the Government, should accrue to the Government
- All Government servants are allowed to travel below their entitled class of travel.



(MAHENDRA KUMAR)
Director (EG)
Ministry of Finance
(Deptt. of Expenditure)
14219 Delhi.

3. International Travel Entitlement.

- (i) Cabinet Secretary/Secretary to G.O.I and Equivalent - First Class
- (ii) Officers drawing grade pay of Rs.10,000 and above and those in pay scale of HAG + - Business/Club Class
- (iii) Others - Economy Class

C. Entitlement for journeys by Sea or by River Steamer(SR.40)

Grade Pay (1)	Entitlement (2)
Officers drawing grade pay of Rs.5400/-and above and those in pay scales of HAG+ and above	Highest Class.
Officers drawing grade pay of Rs.4200, Rs.4600 and Rs.4800	If there be two classes only on the steamer, the lower class.
Officers drawing grade pay of Rs.2400 and Rs. 2800	If there be two classes only on the steamer, the lower class If there be three classes, the middle or the second class. If there be four classes, the third class
Officers drawing grade pay less than Rs.2400/-	The lowest class.

(ii) Accommodation entitlements for travel between the mainland and the A&N Group of Islands and Lakshadweep Group of Island by ships operated by the Shipping Corporation of India Limited will be as follows:

Grade Pay (1)	Entitlement (2)
Officers drawing grade pay of Rs.5400 and above and those in pay scales of HAG+ and above	: Deluxe Class
Officers drawing grade pay of Rs.4200, Rs.4600 and Rs.4800	: First / 'A' Cabin class
Officers drawing grade pay of Rs.2400 and Rs. 2800	: Second/ 'B' Cabin Class
Officers drawing grade pay less than Rs.2400.	: Bunk Class.

(MAHENDRA KUMAR)
Director (EG)
Ministry of Finance
(Dept. of Expenditure)

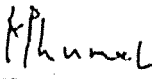
D. Mileage Allowance for Journeys by Road :

In supersession of S.R.46 and the Government of India's Order thereunder, the grade pay ranges for travel by public /bus/auto/rickshaw/Scooter/motor cycle, full taxi/taxi/own car is revised as indicated below:

Grade Pay (1)	Entitlement (2)
(i) Officers drawing grade pay of Rs.10,000 and above and those in pay scales of HAG + and above.	Actual fare by any type of public bus including air-conditioned bus. OR At prescribed rates of AC Taxi when the journey is actually performed by AC Taxi OR At prescribed rates for auto rickshaw for journeys by autorickshaw,own scooter motor cycle, moped etc.,
(ii) Officers drawing grade pay of Rs.5400, Rs. 6600, Rs.7600, Rs.8700 and Rs. 8900	Same as at (i) above with the exception that journeys by AC taxi will not be permissible
(iii) Officers drawing grade pay of Rs.4200, Rs. 4600 and Rs 4800	Same as at (ii) above.
(iv) Officers drawing grade pay of Rs 2400 and above but less than Rs.4200.	Actual fare by any type of public bus other than air-conditioned bus. OR At prescribed rates for autorickshaw for journeys by autorickshaw/own scooter/ motorcycle/moped etc
(v) Officers drawing grade pay below Rs.2400	Actual fare by ordinary public bus only OR At prescribed rates for autorickshaw/ own scooter/ motorcycle/moped etc

(b) Mileage allowance for road journeys shall be regulated at the following rates in places where no specific rates have been prescribed either by the Director of Transport of the concerned State or of the neighbouring States:

- (i) For journeys performed in own car/taxi : Rs.16 per Km
- (ii) For journeys performed by auto rickshaw Rs.8 per km
own scooter, etc

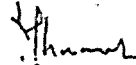

 (MAHENDRA KUMAR)
 Director IEG,
 Ministry of Finance
 (Deptt. of Expenditure)
 New Delhi.

(c) The rate of Mileage Allowance for journeys on bicycle, on tour and transfer, is revised from 60 paise to Rs. 1.20 per kilometer.

3. Daily Allowance on Tour

Grade Pay	Daily Allowance
Officers drawing grade pay of Rs.10,000/-and above and those in pay scales of HAG+ and above	Reimbursement for Hotel accommodation / guest house of up-toRs.5000 per day, reimbursement of AC taxi charges of up-to 50 kms. for travel within the city and reimbursement of food bills not exceeding Rs.500 per day.
Officers drawing grade pay of Rs.7600 to Rs.8900	Reimbursement for Hotel accommodation of up-toRs.3000 per day; reimbursement of non-AC taxi charges of up-to 50 kms. per diem for travel within the city and reimbursement of food bills not exceeding Rs.300 per day.
Officers drawing grade pay of Rs.5400 to Rs.6600	Reimbursement for Hotel accommodation of up-to Rs.1500 per day; reimbursement of taxi charges of up-to Rs.150 per diem for travel within the city and reimbursement of food bills not exceeding Rs.200 per day.
Officers drawing grade pay of Rs.4200 to 4800/-	Reimbursement for Hotel accommodation of up-to Rs.500 per day; reimbursement of travel charges of up-to Rs.100 per diem for travel within the city and reimbursement of food bills not exceeding Rs.150 per day.
Officers drawing grade pay of below Rs.4200/-	Reimbursement for Hotel accommodation of up-to Rs.300 per day; reimbursement of travel charges of up-to Rs. 50 per diem for travel within the city and reimbursement of food bills not exceeding Rs.100 per day.

In case of stay/journey on Government ships, boats etc. or journey to remote places on foot/mules etc for scientific/data collection purposes in organization like FSI, Survey of India, GSI etc, daily allowance will be paid at rate equivalent to that provided for reimbursement of food bill. However, in this case, the amount will be sanctioned irrespective of the actual expenditure incurred on this account with the approval of the Head of Department/controlling officer. For journeys on foot, an allowance of Rs.5 per kilometer travelled on foot shall be payable additionally.


(MAHENDRA KUMAR)
Director (G)
Ministry of Finance
(Deptt. of Expenditure)
New Delhi

1. T.A. on Transfer.

A. Accommodation and Mileage Allowance Entitlements :

(i) Accommodation and Mileage Allowance entitlements as prescribed at para 2 above, except for International Travel, for journey on tour by different modes will also be applicable in case of journeys on transfer. The general conditions of admissibility prescribed in S.R.114 will, however, continue to be applicable.

(ii) The provisions relating to small family norms as contained in para 4(A) of Annexure to G.O. Finance O.M. F.No. 10/2/98-IC & F.No. 19030/2/97-EIV dt 17th April 1998, shall continue to be applicable.

B. Transfer Grant and Packing Allowance :

(i) The Composite Transfer Grant shall be equal to one month's pay as defined in para 3 of this O.M. in case of transfer involving a change of station located at a distance of or more than 20 km from each other.

(ii) In case of transfer to stations which are at a distance of less than 20kms from the old station and of transfer within the same city, one third of the composite transfer grant will be admissible, provided a change of residence is actually involved.

(iii) At present, only one transfer grant is permitted if the transfer of husband and wife takes place within 6 months of each other from the same place to the same place. With effect from the date of implementation of these orders, in cases where the transfer takes place within six months, but after 60 days of the transfer of the spouse, fifty percent of the transfer grant on transfer shall be allowed to the spouse transferred later. No transfer grant shall be admissible to the spouse transferred later, in case where the transfers are ordered within 60 days. The existing provisions shall continue to be applicable in case of transfers after a period of six months or more. Other rules precluding transfer grant in case of transfer at own request or transfer other than in public interest, shall continue to apply unchanged in their case.

C. Transportation of Personal Effects

Grade pay (1)	By Train/steamer (2)	Rate per km for transport by road (Rs.per.km) (3)
Officers drawing grade pay of Rs.7000 and above and those in pay scale H, G+ and above	6000 kgs. by goods train/4 wheeler wagon/1 double container.	18.00 (Rs.0.30 per kg per km.)
Officers drawing grade pay of Rs.4200, Rs.4700, Rs.4800, Rs.5400, Rs. 6600	6000 kgs. by goods Train/4 wheeler wagon/1 single container.	18.00 (Rs.0.30 per kg per km.)
Officers drawing grade pay of Rs.2800	3000 kgs.	9.00 (Rs.0.31 per kg per km)
Officers drawing grade pay below Rs. 2800	1500 kgs.	4.60 (Rs.0.31 per kg/per kms.)

Published on National Portal of India | <http://india.gov.in/govt/paycommission.php>

M. Kumar
(MAHENDRA KUMAR)
Director of the
Ministry of Labour &
(Deptt. of Employment)
New Delhi.

to the previous Corporation for transporting the entitled weight by Steamer will be equal to the rates prescribed by such transport in ships operated by Shipping Corporation of India.

D. Transportation of Conveyance.

Category	Pay	Scale (2)
Officers Rs.4200 pay scale and above	grade pay of Rs.4200 and above	One motor car etc. or one motor cycle/scooter, or one horse
Officers of pay scale less than Rs.4200	grade pay of Rs.4200 and above	One motorcycle/scooter/Moped, or one bicycle.

5. T.A. of Retiring Employees

A. Transportation of Conveyance.

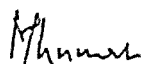
In partial fulfillment of S.R.147, the expenditure on transportation of government servants on their retirement shall be reimbursed without insisting on the requirement that the possession of the conveyance by them at the last place of duty should have been in public interest.

B. Lumpsum Transfer Grant and Packing Allowance.

(i) The composite transfer grant equal to a month's pay last drawn as defined in para 3 of this rule may be granted in the case of those employees who, on retirement, are posted to places other than the last station(s) of their duty located at a distance of more than 20 kms. The transfer incidentals and road mileage for journeys between residence and the railway station/bus stand, etc., at the old station are subsumed in the composite transfer grant and will not be separately admissible.

(ii) As in the case of serving employees, government servants who, on retirement, are posted to places of duty itself or within a distance of less than 20 kms may be granted the composite transfer grant subject to the condition that a change of residence is actually involved.

6. The TA mentioned in para 2 D(a) and (c) (mileage for road journey by car/autorickshaw/own scooter/bicycle etc.), para (3) (all allowance on tour including rate of DA for journey on foot) and para (4) (rates of transportation of personal effects) of this rule shall automatically increase by 25% whenever Dearness Allowance in the revised pay structure goes up by 50%.


(MAHENDRA KUMAR)
Director (G)
Ministry of Finance
(Department of Expenditure)
New Delhi.

F.No. 31011/4/2008- Estt.(A)
Government of India
Ministry of Personnel, Public Grievances & Pension
Department of Personnel & Training

.....

New Delhi, the 23rd September, 2008

OFFICE MEMORANDUM

Subject:- Sixth Central Pay Commission – Recommendations relating to LTC – Acceptance of.

...

Consequent upon the acceptance of the recommendations of Sixth Central Pay Commission, it has been decided to make necessary additions/changes in the CCS(LTC) Rules, 1988 as indicated below:-

Rule 4(d) Definition of Family:-

The parents and /or step parents (stepmother and stepfather) who are wholly dependent on the Government employees shall be included in the definition of family for the purpose of LTC, irrespective of whether they are residing with the Government employee or not.

The definition of dependency will be linked to the minimum family pension prescribed in Central Government and dearness relief thereon. The extant conditions in respect of other relations included in the family including married/divorced/abandoned/separated/widowed daughters shall continue without any change.

Rule 8 Types of LTC

Fresh recruits to Central Government may be allowed to travel to their home town along with their families on three occasions in a block of four years and to any place in India on the fourth occasion. This facility shall be available to the Government officers only for the first two blocks of four years applicable after joining the Government for the first time. The blocks of 4 years shall apply with reference to the initial date of joining the Government even though the employee changes the job within Government subsequently. The existing blocks will remain the same but the entitlements of the new recruit will be different in the first eight years of service. All other provisions concerning frequency of travel under LTC are retained.

Rule 12 Entitlement

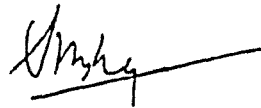
Travel entitlements, for the purpose of official tour/transfer or LTC, will be the same but no daily allowance shall be admissible for travel on LTC. Further, the facility shall be admissible only in respect of journeys performed in vehicles operated by the Government or any Corporation in the public sector run by the Central or State Government or a local body. Air Journey by Private Airlines will however, continue to be admissible as per Ministry of Finance O.M. No. 19024/1/E-IV/2005 dated the 24th March, 2006 and in terms of the orders of DOPT in this regard. .

-2/-

Encashment of Earned Leave alongwith LTC

Government officers are allowed to encash ten days earned leave at the time of availing of LTC to the extent of sixty days during the entire career. The leave encashed at the time of LTC will not be deducted from the maximum amount of earned leave encashable at the time of retirement. It is further clarified that where both husband and wife are Government servants, the present entitlement for availing LTC shall remain unchanged, and encashment of leave equal to 10 days at the time of availing of LTC will continue to be available to both, subject to a maximum of sixty days each during the career.

2. These changes are effective from 1st September, 2008.
3. The LTC claim pertaining to the period prior to 31st August, 2008 shall be regulated as per rules applicable on the date of journey and LTC claims already settled will not be re-opened.
4. In so far as persons working in the Indian Audit & Accounts Department are concerned, these orders are being issued in consultation with C & A.G. of India.
5. Hindi version will follow.



(P. Prabhakaran)

Deputy Secretary to the Govt. of India

Tel: 2309 3176

To

All Ministries/Departments of the Government of India (with usual number of copies)

Copy to:

1. President's Secretariat, Rashtrapathi Bhavan, New Delhi.
2. Vice-President's Secretariat, New Delhi.
3. Prime Minister's Office, South Block, New Delhi.
4. Cabinet Secretariat, New Delhi.
5. Comptroller and Auditor General of India, New Delhi.
6. Central Vigilance Commission, New Delhi
7. Union Public Service Commission, New Delhi.
8. Staff Selection Commission, New Delhi.
9. Central Bureau of Investigation, New Delhi.
10. All Union Territory Administrations.
11. Lok Sabha/Rajya Sabha Secretariat.
12. All attached and Subordinate Offices of the Ministry of Personnel, Public Grievances and Pension.
13. All Officers and Sections of Ministry of Personnel, Public Grievances and Pensions.
14. Website Section, Ministry of Personnel, Public Grievances and Pensions, North Block, New Delhi.
15. Facilitation Centre, Ministry of Personnel, Public Grievances and Pensions, North Block, New Delhi – 25 spare copies.
16. 100 spare copies.

National Institute of Technology Rourkela

Policy on Appointment of Adjunct Faculty

An institute of higher learning is essentially a place where scholars of appropriate disciplines congregate to study, experiment, discuss, teach and propagate their knowledge. NIT Rourkela is no exception.

While most of the scholars engaged in research and teaching remain in full time employment, an institute also provides research opportunity to visiting and part time scholars. Exchange of research personnel is an avenue through which an institute creates opportunities for many more scholars than is possible with salaried employees. It is a process that benefits not only the institute but also the scholars themselves.

Such research personnel are found among those of other universities, R&D laboratories, industry and among the general populace. Such dual responsibilities are particularly relevant in Indian context. Engineers and managers employed in industry convey valuable industrial experience to the next generation through their teaching activities, and in turn, gather research tools and a spirit of scientific enquiry from the institute. It leads to invention of new products, processes and manufacturing techniques and to optimized operation of existing facilities. In short, the system of adjunct faculty creates a win-win situation for the institute, the industry and the nation.

The Adjunct Faculty programme of NIT Rourkela is based on the following principles and procedures.

1. The Institute welcomes adjunct faculty from R&D Laboratories, Industry, Government and from self employed scientific, technical and other R&D professionals. There is no limit on the number of such faculty positions.
2. No remuneration, fee, salary or honorarium shall be paid to an adjunct professor. He will, however, be eligible for reimbursement of travel expenses at actuals (subject to regulations applicable to regular faculty), local hospitality and expenses made on teaching or research activity.
3. The adjunct faculty shall be treated as a member of the department's faculty for academic purposes. The members will have full access to the laboratories they are attached to. They will carry out research, guide student projects, offer theory and laboratory classes as per their own discretion and convenience of the departments. There is no lower or upper limit on the volume or level of activity an adjunct faculty can carry out.
4. Adjunct faculty can serve as co-investigators in externally funded R&D and consultancy projects, subject to the consent of their principal employers. In special circumstances they can serve as principal investigators with approval of the director.
5. Adjunct faculty shall normally not be given major administrative responsibility within a department.

6. Adjunct faculty shall not be eligible to enroll in an academic programme leading to a degree of NIT Rourkela.
7. Proposals for adjunct faculty can come from any regular faculty member or from the willing adjunct faculty himself. In the latter case, the proposal should be forwarded by the employing organization if any.
8. Proposals can be received any time of the year, but will be considered by the appropriate committee according to a given schedule. The committee will recommend the suitability of proposed faculty member to NITR's academic programme and the designation (Professor or Assistant Professor) to be awarded. The decision of the Director shall be binding. All such appointments will be reported to the Institute Senate.
9. There is no strict academic requirement for appointment as an adjunct faculty. The following may, however, be taken as a guideline.

A Ph.D. degree in any branch of engineering, science, humanities or management with five years of professional experience after Ph.D., or

A Bachelor's degree in Engineering or Master's Degree in science or humanities followed by at least 15 years of professional experience in responsible and technically challenging positions.

In either case, the proposed faculty member must hold a senior and responsible position in his own organization. As a part of his day to day activity he must be dealing with professional subjects and should be in a position of exploiting R&D in his own work.

10. Adjunct faculty members are expected to collaborate with regular faculty in R&D and pedagogic activities benefitting not only NIT Rourkela, but also their own organizations. There is no upper limit on how much brain power a faculty member dedicates to such academic activity or how much time he spends on it. The institute shall, however, review the contribution of all adjunct faculty on annual basis. Faculty members who are unable to devote at least an hour a week (average) or are not finding a common interest with other faculty members of his department may be advised to discontinue.



**National Institute of Technology
Rourkela**

Proposal for induction of Adjunct Faculty

1. Department : _____
2. Proposing (regular) faculty member : _____
3. Name of proposed (Adjunct) faculty : _____
4. Approximate Age : _____
5. Highest Educational Qualification : _____
6. Specialisations : _____
7. Name of employer : _____
8. Designation in his organization : _____
9. Place of work : _____
10. Normal day to day activity : _____
11. Publications (including internal reports) and other documents produced during past 3 years : _____
12. Medals, prizes, fellowships of academics or any other recognition accorded to proposed faculty.
13. Potential for submission of joint research project proposals (Give details) :
14. Potential for offering continuing education courses jointly (Give details) :
15. Potential for guiding student projects jointly (Give details) :
16. Potential for participation in teaching [Course ID, Course Title, percentage of instruction that can possibly be handled by the adjunct faculty] :
17. We have consulted the proposed Adjunct Faculty member and he has expressed his willingness to be associated with NITR if offered an adjunct faculty position.
18. Any other point to be considered :
19. Enclosures : Bio-data of proposed faculty member

Other documents

Proposing (Regular) faculty

Head of the Department

PTO.

Observation of the Selection Committee :

- _____

- The proposal is recommended for appointment as Adjunct ☐ Full Professor/
☐ Associate Professor/ ☐ Assistant Professor.

Approval of Director :

- The proposal for appointment of Adjunct faculty is approved in the level of
☐ Full professor ☐ Associated Professor ☐ Assistant Professor

Date

Director

Sub : Policy of Existing Centres of Excellence and creation of new centres.

The institute hosts 4 research centres of excellence within the corresponding parent departments. They are :

- 1) Materials Engineering Centre
Department of Metallurgical & Materials Engineering
- 2) Centre for Industrial Refrigeration & Cryogenics
Department of Mechanical Engineering
- 3) Centre for Industrial Electronics and Robotics
Department of Electrical Engineering
- 4) Centres for Development of Nanomaterials
Department of Ceramic Engineering

The structure and functions of these research centres are not yet clearly defined, and that is hampering their progress. To make a beginning, the following is proposed for the fundamental structure and functions of these centres.

1. A centre shall function within a host department. Normally, but not necessarily, a faculty member of the department will be appointed by the Director as Coordinator of the Centre.
2. The centres shall be an association of faculty with a common research interest. The faculty need not be only from the host department. In fact, multi department structure is an essential feature of these centres.
3. In order to be associated with a centre as a constituent faculty, a faculty member needs to do one or more of the following activities at the time of joining a centre.
 - (a) carry out sponsored research projects in the relevant area, [Rs 10 lakh or more as PI].
 - (b) carry out consultancy projects of substantial value [Rs 4 lakh total] in the relevant area, during the past 2 years.
 - (c) publish a book through a reasonably well known national or international publisher during the past three years.
 - (d) publish five papers in reputed international journals during the past three years.
 - (e) offer continuing education courses in the relevant field (excluding MHRD, UGC, AICTE sponsored programmes) the total value being greater than R's 4.0 lakh during the past 2 years.
 - (f) or any other scholastic activity justifying strong identification with the subject area.

The Centre Coordinator will decide the list of faculty in consultation with the HOD. There is a possibility of genuine and relevant scholastic activity being excluded or frivolous activities being counted under these criteria. While considering inclusion of

faculty, interpretation should be liberal so that interested faculty do join in greater numbers. Similarly, faculty members not actively pursuing the field should be consciously excluded so that they can pursue their own lines of interest in another centre or independently. In case of difficulty in decision making, director's decision will be binding.

4. Faculty members newly joining the institute can be inducted into a centre basing on their past credentials in their previous institutes. They can also be inducted provisionally on submitting research proposals worth Rs 20 lakh or more to Government agencies. If the proposals do not materialise during the next one year, the faculty member will be deemed to have left the centre.
5. All students carrying out projects for B Tech, M.Sc, M Tech, M tech (R), Ph.D. or D.Sc, all research workers with externally funded projects, visiting and adjunct faculty, staff employed in R&D projects and all other persons activity involved in research in the relevant area will be part of a centre.
6. Activities of the centre shall be :
 - (a) Serving as a club of members with a common research interest,
 - (b) Working out common strategy on :
 - (i) Procurement of equipment from institute grant for optimal utilisation,
 - (ii) Submitting R & D projects in a coordinated manner to maximize the impact in the national level,
 - (iii) Offering UG and PG courses in a coordinated manner to minimize duplication and maximise impact among the students,
 - (iv) Using available technicians optimally for mutual benefit and training them for more challenging jobs,
 - (c) Holding seminars, inviting external speakers and ensuring maximum benefit to the institute in the subject area of interest.
 - (d) Pooling resources to hire secretarial or technical services from the market, something that will not normally be possible for any single faculty member.
 - (e) Pooling resources in optimizing attendance in conferences etc.
7. The institute shall encourage creation and growth of such centres of excellence. In real terms, the support will translate to the following.
 - (i) Giving preference in allocation of equipment grant, technical staff and other resources,
 - (ii) Giving preference in allocation of laboratory space and space for creating an office if the faculty can hire personnel from their own (combined) resources,
 - (iii) Add faculty, technicians, adjunct faculty in the subject area in a preferential manner.

It should be clearly noted that the real benefits to the members shall accrue not from the preferential treatment accorded by the institute, but from the united front created by the members themselves. Stronger the understanding among colleagues, greater shall be the benefits. The institute shall give preferential treatment in terms of equipment, technicians, lab space, office space, travel grants, adjunct faculty,

anything and everything that is feasible and reasonable, but not to the extent that a faculty member's own contribution will be taxed under it, nor to the extent that faculty members not forming part of a centre feel discriminated. It will be a finger-pointing that will place the centre in a strong feeling to strive by itself, even outshine the institute itself.

It shall be the duty of the Head of the Department and other leaderships of the department to forward the institute commitments in letter and spirit.

4. Joining a centre is neither necessary nor sufficient for career progression of a faculty member. Promotions shall, needless to mention, be on personal achievement.

It is, however, expected that working in a team will enhance the productivity and progress of each individual and that this enhancement of productivity shall translate to greater output, earlier promotions, more foreign travel, fellowships of national academies, interaction with industry, consultancy projects and much more.

5. Budget: The budget of the centres shall consist of the following:

- a. Initial or incremental equipment grant given by the Institute.
- b. an operating grant given by the Institute.
- c. Funds contributed by individual faculty to the common pool.

The special equipment grant will simply be added to the equipment grant of the department with a stipulation that the funds will be utilized for the concerned centre only. A small additional operating grant will also be given to the department for expenditure on the centre's activity. There shall be no separate consumables register for a centre, but for the sake of convenience the coordinator will be permitted to have a 'special direct purchase register'.

In addition to the above, centres will be given the funds collected under Department Development Fund from the projects being carried out by the faculty associated with the centre.

A special case of funding is the Materials Engineering Centre which has a fund of nearly Rs. 50 lakh. This fund was created under research grant for providing money for maintenance of equipment in future. Many of the equipment have consumed their useful life. Besides, the institute transfers funds as well as grants funds can be used for providing maintenance. The existing funds shall be used for expanding capital equipment base by buying new equipment at the discretion of the faculty associated with the centre. The funds available will be merged with the 'Equipment of Teaching & Research for various Departments/Laboratories' with a stipulation that this amount will be spent for procurement of equipment for the Materials Engineering Centre.

5. Personnel

The centres of excellence shall not have any extra dedicated regular personnel except for the technical staff allocated by the departments to the concerned groups. Staff appointed and paid from projects will constitute personnel of the centres and shall do all such work assigned to them by their HOD.

By pooling resources taken from different projects, faculty can appoint part time clerks or technicians and pay them directly from contingency. The receipts may be sent to SRICCE for adjustment or reimbursement. SRICCE will create a contingency fund for each centre by taking money from concerned projects as given by the PIs. This fund will be utilised for payment to part time supporting staff or similar services on recommendation of the coordinator of centres.

A centre's operating grant given by the institute shall normally not be used for this purpose. In dry seasons, i.e. when project funds are missing, director may be requested for a loan from SRICCE fund to be adjusted on receipt of new projects. In extreme case, e.g. before closure of a centre because of lack of projects operating grant may be used to pay loans from SRICCE funds.

Exception to the above rules may be made in early days of growth at discretion of director. A special case of personnel exists in Material Engineering Centre where the centre is already engaging some part time staff. Since the persons are self employed and render service on part time basis, the above procedure can be followed and they can be paid from project funds.

11. Creation of New Centres :

The four centres that we have today are legacies of history. They were created, rather arbitrarily, to initiate a process. They will survive only on the strength of the associated faculty members. If faculty members fail to deliver, needless to say, the centres will be officially dismantled by the Board, of course at the Board's discretion. New centres will be created with time; and it will be my greatest honour to place such proposals before the Board. Let us agree on the following requirements before placing a proposal before the BOG.

- (a) A clear & distinct identity with defined subject area,
- (b) At least three current faculty members joining at the beginning with credentials as outlined under Clause 3.
- (c) Cumulative research grants of Rs 30 lakh and a decent level of activity on other fronts.
- (d) Faculty members are requested to join hands and come up with concrete proposals which we can put up to the Board.

I earnestly hope that formalisation of the provisions will pave the way to creation of new centres of excellence and strengthening of existing centres.



**National Institute of Technology
Rourkela
Data on Centres of Excellence**

Name of Centre : _____
Host Department : _____
Coordinator : Prof. _____
Department of _____
Email : _____
Ph : _____ Fax : _____

Sponsored Research and
Consultancy projects (ongoing):

(1) Title of Project : _____
Sponsors : _____
Total value : _____
Duration : From _____ to _____
Principal Investigator: _____

(2) _____

5. Continuing Education Programme:

(1) Title of Course : _____
Duration : From _____ to _____
Budget : Rs. _____
Coordinators : _____

(2) _____

6. Associated Faculty :

(1) Name : _____
Department : _____
Email: _____

(2) _____

Details of specialisation projects, publications and other relevant activities given in
separate page.

7. Adjunct, visiting and other external scientific workers:

(1) Name : _____
(2) Details : _____

8. Faculty members likely to join the centre: :

(1) Name : _____
(2) Details : _____

Details of specialisation projects, publications and other relevant activities given in separate page.

9. Courses offered : Courses ID : _____
Title of Course : _____
Possible teachers : _____
10. Proposed Activity :
(a) New proposal being submitted
(b) New courses to be offered
(c) Seminars to be organized
(d) Any other activities

Coordinator of Centre

Head of the Department

Details of Faculty Associated with Centres of Excellence

- 94

MEDALS AND AWARDS**INSTITUTE GOLD MEDALS**

Best Postgraduate (M.Tech.)	::	Siddapureddy Sudheer Department of Mechanical Engg.
Best Graduate (B.Tech.)	::	Reena Panda Department of Electrical Engineering
Prof. Bhubaneswar Behera Gold Medal – Best all-rounder of outgoing batch of B.Tech.	::	Amrita Patnaik Department of Mechanical Engg.
Best B.Tech. Project	::	Sambit Kumar Shukla Dept. of Computer Science & Engg

INSTITUTE SILVER MEDALS**1. GRADUATE COURSES (B.TECH.)**

Ceramic Engineering	::	Manoj Kumar Gupta
Chemical Engineering	::	Smruti Sankar Lenka
Civil Engineering	::	Sunil Kumar Sahoo
Computer Science & Engineering	::	Vikas Kumar
Electrical Engineering	::	Reena Panda
Electronics & Instrumentation Engineering	::	Pradeep Kumar Sahoo
Mechanical Engineering	::	Susmita Dash
Metallurgical & Materials Engineering	::	Amaresh Kumar Sahu
Mining Engineering	::	Amarendra Nath Jha

2. POSTGRADUATE COURSES

A. M.TECH.

Department	Specialization	Topper
Ceramic Engineering	Ceramic Engineering	Suhana Sarangi
Chemical Engineering	Chemical Engineering	Sripad Chandan Patnaik
Civil Engineering	Structural Engineering	Tikina Routaray
Computer Science & Engineering	Computer Science	Radhamadhab Dalai
Electrical Engineering	Electronic Systems & Communication	Tapasmini Sahoo
	Power Control & Drives	Dhendhi Buchireddy
Electronics & Communication Engineering	VLSI Design & Embedded System	Leslin Varghese
	Telematics & Signal Processing	Upendra Kumar Sahoo
Mechanical Engineering	Machine Design & Analysis	Pagar Sunil Shankarrao
	Thermal Engineering	Siddapureddy Sudheer
	Production Engineering	Ananda Rao Veerella
Metallurgical & Materials Engineering	Metallurgical & Materials Engineering	Prakash Mohapatra

B. M.C.A. :: PA Badhrinath

C. M.Sc.

Physics :: Priyadarshini Parida

Chemistry :: Susmita Maitra

Mathematics :: Partha Sarathi Behura

ENDOWMENT MEDALS AND AWARDS

MEDALS

1. ISTAM Medal
Best Graduate of the Institute :: Reena Panda
2. Saurav Ranjan Kar Memorial Medal
Best Graduate of the Institute :: Reena Panda
3. Sugat Kishore Mall Memorial Medal
Best Graduate of Electrical Engineering :: Reena Panda
4. Pranab Memorial Medal
Best Graduate of Mechanical Engineering :: Susmita Dash
5. Metallurgical Engineering Association Medal
Best Graduate of Metallurgical
& Materials Engineering :: Amaresh Kumar Sahu
6. Institution of Engineers (India) Medal
Best Graduate of Mining Engineering :: Amarendra Nath Jha
7. Prof. Asok Kumar Mohanty Medal
Best All rounder of Metallurgical
& Materials Engineering :: Subhram Keshary Singh
8. Institution of Engineers (India) Medal
Best Graduate of Mechanical Engineering :: Susmita Dash

Awards by TCS

1. Best Student of Computer Science
& Engineering award : Ashwarya Poddar
2. Best Software Project award :
i) Vikas Kumar
ii) Ashok S O

CASH AWARDS

1. Institution of Engineers (India) Award
Best Graduate of Chemical Engineering :: Smruti Sankar Lenka
2. Institution of Engineers (India) Award
Best Graduate of the institute other than
Chemical Engineering :: Reena Panda
3. Prof. Raja Raman Award
Best Graduate of Computer Science
& Engineering :: Vikas Kumar

○ TEQIP Cell ○

Director,

Sub: Reallocation of expenditure under TEQIP.

Institute was initially sanctioned Rs.100.000 Million under TEQIP. Subsequently, it was enhanced to Rs.170.000 Million in May 2007. However, later on the ministry sanctioned only Rs.152.700 Million in February 2008. The allocations under different sub-heads were accordingly made. Considering the spending pattern and equipment delivery the total allocation has been completely spent. However, there has been minor changes in certain heads to take care of the interest earned to be spent only under soft component. The modified program life allocation is submitted for kind approval of BOG.


Coordinator, TEQIP



NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA – 769 008, ORISSA

TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME (CR-3718-IN)

CATEGORY-WISE DETAILS OF REVISED PROGRAMME LIFE ALLOCATION

Name of the Institute: NATIONAL INSTITUTE OF TECHNOLOGY,
 ROURKELA – 769 008

Rs. in Million

Programme Component	Present Programme Life Allocation	Revised Programme Life Allocation	Interest earned
INSTITUTIONAL DEVELOPMENT			
A. Promotion of Academic Excellence			
(1)	(2)	(3)	(4)
(I) INVESTMENT COST			3.244
Civil Works	10.500	10.028	
Equipment	111.119	116.957	
Furniture	4.037	4.037	
Vehicle	0	0	
Books & LR's	6.014	6.014	
Consultants' Service & Research Studies	0.700	0.601	
Training / Study Tours / Fellowships (Local & Foreign) / Workshops	12.000	9.217*	
Total (I)	144.370	146.854	
(II) INCREMENTAL OPERATING COST			
Salaries for agreed additional staff	0.080	0.079*	
Consumables	1.000	0.770*	
Operation and Maintenance	6.000	4.043*	
Total (II)	7.080	4.892	
Sub Total A (Total of I + II)	151.450	151.746	
B. Networking of Institutions	0.500	0.243*	
C. Services to Community & Economy	0.750	0.711*	
GRAND TOTAL (A + B + C)	152.700	152.700	3.244

NOTE: The expenditure under the sub-heads marked (*) will be met from the "Interest" for the rest of the project period.

DIRECTOR

NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA – 769 008