

Considered in the GC meeting held on 31/8/16.

Annexure-I

05/04/17

SECRET

Chaudhary Devi Lal University

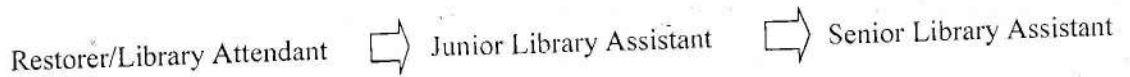
Subject: Recommendations of the Promotion Channel Committee.

The committee constituted by the Vice Chancellor to give recommendations regarding the channel of promotion for various posts of non-teaching staff of the University started the process by providing the opportunity of hearing in person as well as through written submissions in its meeting held on 20-3-2017. The committee sought the relevant documents from the establishment branch (Non-Teaching) of the University vide letter no CSA/2017/195 Dated: 21-3-2017. The committee perused the documents supplied by the establishment branch and the representations alongwith the supported documents submitted by various employees by conducting various meetings. After the perusal of each relevant paper and deliberation at length, the committee unanimously resolved as under:

1. Promotion Channel for the Library Staff holding the post of Restorer/Library Attendant

In this regard, it is submitted that during deliberation, it was revealed that the Chaudhary Devi Lal University has already made a request to the Govt. of Haryana for sanctioning the posts of Junior Library Assistant and Senior Library Assistant to provide promotional avenues to the staff working on the above said posts vide D.O. letter no:10113 dated: 5-2-2014 issued by O/O Registrar.

Hence, committee unanimously recommends the channel for promotion of the said staff as under:



Their inter-se-seniority shall be counted from the date of their joining on the post of Restorer/Library Attendant.

2. Promotion Channel for Drivers

In this regard, it is submitted that there is no specific rules in this regard. However, this University in the past has taken on deputation one driver working in GJUS&T, Hisar as Transport Supervisor. On the same pattern, the committee unanimously recommends the promotion channel for drivers as under:



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3. Promotion Channel for Group-D(Class-IV) Employees

In this regard, it is submitted that various representations were received by the committee from the Group-D(Class-IV) working on various posts. After the perusal of all the representations and relevant documents, the issue was deliberated at length.

It is submitted that as per Kurukshetra University rules calendar volume-III Group-D employee can be promoted to the post of clerk.

It is also submitted that Chaudhary Devi Lal University has promoted the Watchman as laboratory attendant.

It is further submitted that as per Government of Haryana, Finance Department, compendium of instructions Volume-I(up to 30-06-2011) the Group-D employee can be promoted to the post of clerk.


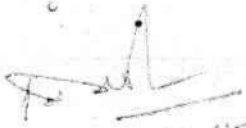
It is furthermore submitted that as per Haryana Govt Gazette July 23, 2002(SRVN 1, 1924 SAKA), General Administration Department, General Services Notification Dated the 19th July 2002, the Restorer, Gestetner Operator, Daftri, Committee Room Attendant, Jamadar, Peon, Chowkidar or Sweepers can be promoted to the Post of Clerk.


Hence, the committee unanimously recommends to promote the Group-D(Class-IV) employees to the post of Clerk-cum-DEO under promotional quota by considering the rules of Kurukshetra University and Haryana Govt. as stated above with the request that the Executive Council of the University in suppression to its earlier decision.

Their inter-se-seniority shall be counted from the date of their joining on their respective posts.

4. Promotion Channel for JE's and SDE's

In this regard, it is submitted that as per clause 13.2, Volume-III of Chaudhary Devi Lal University, the post such as; the Controller of Examinations, Finance Officer, Executive



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Engineer, Estate Officer, Law Officer, Medical Officer, Programmer etc., being selection posts, shall be filled up by direct recruitment after inviting applications.

However, as per the relevant rules of Kurukshetra University, 50% post of S.D.Os' should be filled up by promotion, if the internal candidates hold the requisite qualification and have at least 8 years' experience in the University as Sectional Officer and also pass prescribed test as is done in the Haryana Govt.

The committee unanimously recommends that the promotion channel for the above cadre as under by changing the mode of recruitment of the post of Executive Engineer from direct recruitment to promotional post:

Junior Engineer \Rightarrow Sub Divisional Engineer \Rightarrow Executive Engineer

Their inter-se-seniority shall be counted from the date of their joining on their respective posts.

5. Promotion Channel for Pharmacist

In this regard, it is submitted that as per Haryana Govt. Gazette Oct 20, 1998(SRVN 28, 1920 SAKA), Part-II Appendix-B, the promotion channel for the post of Pharmacist is as under:

Pharmacist \Rightarrow Chief Pharmacist

Hence, the committee unanimously recommends the above channel of promotion for the above said post.

6. Promotion Channel for Staff Nurse

In this regard, it is submitted that as Haryana Govt. Gazette July 14, 1998(SRVN 23, 1920 SAKA), Part-II Appendix-B, the Pharmacist promotion is as under:

Staff Nurse \Rightarrow Nursing Sister

Hence, the committee unanimously recommends the above channel of promotion for the above said post.

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7. Promotion Channel for Laboratory Technician

In this regard, it is submitted that as Haryana Govt. Gazette June 2, 1998(JYST. 12, 1920 SAKA), Part-II, Health Department, the Laboratory Technician promotion is as under:

Laboratory Technician \longrightarrow Senior Laboratory Technician

Hence, the committee unanimously recommends the above channel of promotion for the above said post.

8. Promotion Channel for Legal Assistant

In this regard, it is submitted that:

- I. As per Part-III, Haryana Govt. Labour and Employment Departments Notification dated: the 4th March 1982, the post of Legal Assistant falls under Ministerial Cadre.
- II. As per Part-III Haryana Govt., General Administration Department Notification dated: the 24th September 1981, the post of Legal Assistant falls under Ministerial Cadre (as considered for promotion to the post of Under Secretary).
- III. As per provision prevailing in Pt. Bhagwad Dayal Sharma University of Health Sciences, Rohtak the promotion of Legal Assistant is made to the post of Superintendent.

The committee unanimously recommends that the post of Legal Assistant be considered at par with Assistant for promotion.

9. Promotion Channel for Tracer, Draftsman and Head Draftsman

The committee unanimously recommends the channel for the promotion for the posts of Tracer, Draftsman and Head Draftsman at par with PWD, Govt. of Haryana promotion Rules.

10. Promotion Channel for Private Secretary to Vice Chancellor

In this regard, it is submitted that the committee perused and deliberated the representation submitted by the one Private Secretary at length in which he has submitted the qualifications for the post of Assistant Registrar of Kurukshetra University which are reproduced as:

Assistant Registrar

1. Good Academic record plus Master's Degree with at least 55% marks or its equivalent grade of B in the UGC seven point scale.

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
2. The appointments/promotions to be made according to these qualifications against internal quota posts will be subject to rules of relaxation as may be in vogue at any point of time.
3. There shall be no relaxation in qualifications for internal candidates competing against open post.
4. The relaxation of age upto 5 years shall be allowed to all the candidates who have 5 years or more experience as superintendent or an equivalent post irrespective of the fact whether the candidates are internal or external.
5. Bachelor Degree in any discipline shall be considered as lower examination for determining the 'Criteria of Good Academic Record' for the post of Assistant Registrar.

Desirable: The candidates for direct recruitment for the post of Assistant Registrar should have adequate knowledge of Computer, like, M.S. Office, Excel, Internet, etc.

He also submitted that the Scale of Pay, Special pay and Grade pay of the post of the Private Secretary to the Vice Chancellor are same as that of the Superintendent. Hence, the post of Private Secretary to the Vice Chancellor is equivalent to the Superintendent.

He further, submitted a notification no. G.S.R. 101/Const/Art/187/81 dated: 24 September, 1981 issued by General Administration Department of the Haryana Govt. dealing with the promotion to the post of Under Secretary.

In view of the position explained above, the committee unanimously recommends the channel for the promotion as under by treating change of cadre:

Private Secretary to Vice Chancellor  Assistant Registrar

11. Promotion Channel for Senior Technical Assistant and Computer Assistant/DEO

In this regard, it is submitted that the committee perused the various documents supplied by the establishment branch and the stakeholders. The committee deliberated the issue at length and during the deliberation, it was revealed that the executive council of the University has already finalized the promotion channel in respect of Computer Assistant/DEO and one Computer Assistant/DEO has already been promoted to the post of Junior Programmer.

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Whereas, the promotion channel for Senior Technical Assistant, has not been finalized so far by the University. Now, all the Senior Technical Assistants working in the University have submitted the representation with the request that the promotional channel in their cadre may be finalized by starting from Senior Technical Assistant to Programmer on the basis of the recommendations of the committee constituted by Kurukshetra University for the promotion of Senior Technical Assistant which has been considered by the Executive Council of the Kurukshetra University and same has been referred to Government of Haryana. They further submitted that the eligibility for the post of programmer in Maharishi Dayanand University, Rohtak for direct recruitment is Technical Assistant and the copy of the interview letter was attached in support of their claim.

Further, the committee prepared a comparative statement of the Eligibility conditions and Pay Scales for the post of Technical Assistant and Computer Assistant/DEO at the time of initial appointment in this University, which are as under:

Post	Qualifications	Pay Scale
Technical Assistant	B. Tech./M. Sc in Physical Sciences/Life Sciences/Computer Technology with at least 55% marks or Post B. Sc. Diploma in Computer Science/ Applications or Post Graduate Diploma in Computer Science/Applications/Software or B. Sc. With Computer Science as one of the major subjects or three years Diploma in Computer Engineering with a minimum of 60% marks Desirable: Knowledge of Computer and MS-Office	5500-175-8300-EB-175-9000
Computer Assistant/DEO	Bachelor Degree with five years experience in a recognized University/Recognized Education or Examination Board/National Level Research Institute/Govt. Office/Public Sector Undertaking as clerk/JDEO Or Matric/ Higher Secondary with ten years experience in a recognized University/Recognized Education or Examination Board/National Level Research Institute/Govt. Office/Public Sector Undertaking as clerk/JDEO	5000-150-7100-EB-150-7850

On the basis of qualifications and scales of pay as compared above, the committee unanimously recommends that the promotion channel in respect of the posts of Computer Assistant/DEO's and Senior Technical Assistants as under in suppression of the earlier decision of the Executive Council of the University:

Computer Assistant/DEO ⇨ Senior Technical Assistant ⇨ Junior Programmer
⇨ Programmer ⇨ System Manger





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The committee further recommends that the System Manager should be the last promotion in this line of promotion by considering the recommendations of the committee constituted by Kurukshetra University while recommending the promotion channel of Computer related posts as at point no-7 and reproduced below:

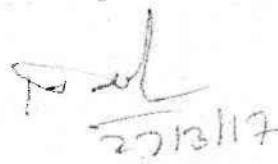
7. However, the committee recommends that the following criteria be taken into account before the case is processed for promotion

- a). Internal promotion from amongst the existing eligible technical staff(Computer), Programmer be made up to the level the System Manager only.
- b). The prescribed qualifications for the system Manager/Programmer/Senior Technical; Assistant as laid down in the University calendar volume-III will not be relaxed under any circumstances whatsoever, as these posts are of technical nature.

12. Promotion Channel for Accounts Clerk and Accountant

In this regard, it is submitted that the committee perused the various documents supplied by the establishment branch and the stakeholders. The stakeholder submitted a notification no G.S.R. 106/Const/Art. 309/82 dated 28 September, 1982 issued by Food and Supply Department Govt of Haryana. The clause 9 (1) (b) reads that in case of Deputy Superintendent by promotion from amongst Assistant, Statistical Assistant and Accountants, their inter-se-seniority for the purpose of the promotion shall be determined by the date of their continuous appointment as such. They also submitted the notification dealing with the draft service rules Group-C issued by Industrial Training and Vocational Education Department of Haryana Govt. dealing with the promotion to the post of Deputy Superintendent amongst the Assistant-cum-Accountant.

Further, the committee found that there is no separate channel of promotion for the above said posts in Kurukshetra University.



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Hence, the committee unanimously recommends the channel for the promotion as under:


Accounts Clerk Accountant Deputy Superintendent Superintendent Assistant Registrar

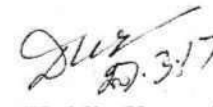
However, before considering their cases for promotion, they must withdraw the C.M. No. 9094 of 2014 titled as Kuldeep Goyal V/s State of Haryana and ors. Pending in the Hon'ble Punjab and Haryana High Court as undertaken by themselves in their representation and the relief claimed by them in the petition is covered in the above proposed channel.

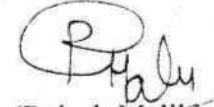
13. Promotion Channel for Steno's

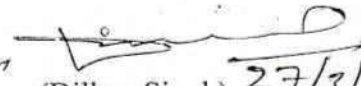
In this regard, it is submitted that in addition to the relevant documents submitted by the stakeholders, the Executive Council of the University in its 18th meeting held on 9-7-2007 resolved the eligibility for promotion to the post of Deputy Superintendent, will be, Assistant with five years regular services and Senior Scale Stenographer with five years regular service out of which two years as Assistant independently or in addition to his/her on duties shall be considered. However, their inter-se-seniority shall be counted from the date of their joining on the post of Clerk and Steno-Typist respectively.

In view of the position explained above, the committee unanimously recommends that the steno-typist may be considered for promotion to the post of Assistant subject to their submission of option in this regard and withdrawal of legal proceedings filed, if any by any of the steno-typist as the same becomes in-fructuous by granting them the above channel of promotion as prayed.


(Sanjay Tiwari) 3/17
Superintendent
(Result Branch)


(Kuldeep Kumar)
Assistant Registrar
(Academic)


(Rajesh Malik)
Assistant
Professor in Law


(Dilbag Singh) 27/3/17
Professor &
Dean Physic
Sciences