

**BHAGAT PHOOL SINGH MAHILA VISHWAVIDYALAYA, KHANPUR KALAN, SONEPAT  
AGENDA FOR THE 69<sup>th</sup> EMERGENT MEETING OF THE EXECUTIVE COUNCIL TO BE  
HELD ON 15/11/2021 AT 04.00 P.M. THROUGH VIDEO CONFERENCING.**

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- 1 To consider and approve re-introduction of Diploma in Computer Engineering (under SFS) in BPS Mahila Polytechnic in light of directions by Hon'ble Education Minister.**

**Statement of the case:-**

Bhagat Phool Singh Mahila Vishwavidyalaya Khanpur Kalan was established under Act No.31/2006 by the Govt. of Haryana on 18.8.2006, with a special motto, keeping in mind Clause (3) of Article 15 of the constitution of India which inter-alia guarantees the equality and empowerment of women through education. The Bhagat Phool Singh Mahila Vishwavidyalaya is the only State funded women University in North India with an aim to **facilitate and promote women in the field of Higher Education with special emphasis in emerging area of Information Technology, Computer Education, Medical Sciences, Bio-Technology, Environmental Studies, Technology and Management Studies and also to achieve excellence in these and concerned fields.**

It is also submitted that prior to the establishment of university the erstwhile private education society namely Kanya Gurukul Khanpur kalan introduced the Diploma Course in Computer Engg, Medical Lab Technology and Fashion Technology under SFS (Self- Finance scheme) in year 2001-02 onwards. These self- financing posts remained vacant till 2009. Section 36 (1) of the University Act provides that all properties, moveable or immovable and all the interest of whatsoever nature and kind therein, vested in the institutions of Mahasabha Gurukul Vidyapeeth Haryana, Bhainswal Kalan and Kanya Gurukul Khanpur Kalan and the courses run there under and the posts created, filled before the commencement of this Act, shall vest in the University. During 2009 six teachers (One senior Lecturer and Five Lecturers) were appointed for Computer Engineering, Medical Laboratory Technology, Fashion Technology courses by following the complete prescribed procedure in pursuant of an advertisement under Self- Financing Scheme in BPS Mahila Polytechnic. The teachers continued to work since then. After establishment of the University, the rationalization policy was approved by the Executive Council on 23.06.2008 and accordingly, 190 posts were created by the State Govt. for the staff who was working under SFS at the time of establishment of the University. In the meantime, the University advertised six posts of Sr. Lecturer and Lecturers for these diplomas under self-finance scheme in 2009. These courses could not generate adequate income to meet pay of these teachers, hence D.D (Audit) issued a requisition.

Thereafter, an agenda item **"To decide the future course of action for courses run under Self- financing Scheme in BPS Mahila Polytechnic and the staff appointed for these courses in view of Order of Director Higher Education, Haryana dated 09.01.2020 passed in compliance of**

interim orders of hon'ble High Court in CWP No. 37737 of 2018 titled as **Savita Sharma & Ors. Vs. state of Haryana & Ors and connected petition.**"(Annexure-1, Page-1-7) was sent to the Executive Council of the University in its 64<sup>th</sup> meeting dated 05.03.2020. The EC vide resolution No.1 inter-alia resolved as follows:-

"That two diplomas namely Diploma in Medical Laboratory Technology and Diploma in Fashion Technology be continued as they are financially viable with ample students strength, whereas Diploma in Computer Science and Engineering be discontinued/ terminated from May 2020 as it is not financially viable to run the said diploma due to lean students' strength. Further, as the services of the staff appointed under SFS are co-terminus with the termination/ closure of the course, they be served a three months' notice before termination of their services as per the rules/ appointment letters.

Considering the fact that they have been working in the Polytechnic for more than a decade, it was also resolved that simultaneously a proposal be again sent to the State Government to sanction the posts under Grant-in-aid instead of SFS by providing budget for these courses as this is the only State Women University in Haryana for educating girls from elementary education to higher education and as the BPS Mahila Polytechnic has only six lecturers who are working under SFS posts for these courses whereas rest of the posts in the University are under Grant-in-aid." **(Annexure-2, Page-8-13).**

The posts in these courses were created on the basis of student strength and workload basis on self- financing by erstwhile Kanya Gurukul Khanpur Kalan to meet AICTE norms during 2002 and 2004 respectively. The Finance Commissioner and Principal Secretary to Government of Haryana Higher Education Department vide Memo No. 20/1-2006 UNP (1) dated 21.09.2006 inter alia directed the University that the staff (teaching and non-teaching) working in these educational institutes managed by erstwhile Mahasabha Gurukul Vidyapeeth and Kanya Gurukul may be absorbed in the University and remaining staff will continue and final decision would be taken by the University. The Executive Council in pursuance of above letter in its 12<sup>th</sup> meeting dated 23.06.2008, vide resolution No.3 approved a rationalization policy for the remaining staff. In pursuance of the said rationalization policy, a list of posts to be sanctioned under grant-in-aid for rationalization was sent to Directorate of Higher Education, Government of Haryana by the University and 190 posts were sanctioned under grant-in-aid by the Finance Department vide letter 18/203-2007 dated 27.02.2009 for the purpose. Later on 27 more posts were sanctioned under grant-in-aid by Finance Department, Government of Haryana vide Memo No. KW 18/203-2007 UNP(1) dated 26.05.2010. However, no request for sanction of these six posts under grant-in-aid was sent to Government of Haryana as these posts remained vacant till 2009. A proposal for sanction of these posts under grant-in-aid was sent to Director Higher education, Government of Haryana vide letter No. BPS/MP/19/957 dated 29.11.2019 and the Director Higher education vide Office order dated 09.01.2020 rejected the said proposal.

In the present scenario when Government is making all possible efforts to educate the girls/ women of remote area, it is requested that the proposal for sanctioning of above posts under grant-in-aid may be considered sympathetically at this junction, in order to sustain the course, as well as to ensure gender equality before law which shall help the University fulfilling its prime purpose to serve the society and fulfill its vision by providing modern education to rural girls/women. The sanction for creation of these posts under grant-in-aid scheme is bare minimum requirement for continuation of the course as per AICTE/ DTE norms as these courses are not financially viable as parents of girl child are not ready to pay higher fee. It is also worth mentioning that BPS Mahila Polytechnic is already facing shortage of regular faculty in terms of staff ratio prescribed by AICTE which is mandatory for the annual affiliation. Some of these teachers who were appointed under SFS have become overage for applying in Government services and termination of their service at this stage may adversely affect their social life.

Taking a note of above stated facts, the matter was again referred to the State Govt. for creation of posts letter No. MP/Pers/BPSMB/1437 dated 05.02.2021 (**Annexure-3, page-14-17**) and nothing has been heard till date.

Now, the Hon'ble Education Minister vide 653-A (EM) dated 06.10.2021 has informed that several representations from Gram Panchayat and other branches have been received that girl students are facing problems and have to visit far away distances for taking admission in these diploma courses. Hence, desired that the admissions for above courses during 2021-22 may be re-introduced. The Education Minister has ordered that the needful be done IMMEDIATELY and the action taken in this regard be acknowledged to Education Minister on PRIORITY (**Annexure-4, page-18**).

Therefore, taking a lenient view towards the affected teachers and future of girls students, the matter in continuation to earlier letter dated 05.02.2021, was once again referred to DGHE vide letter no. BPSMV/MP/21/D/1968 dated 29.10.2021 (**Annexure-5, page-19-22**) while complying with orders of the Hon'ble Education Minister.

Now, the Hon'ble Vice Chancellor has ordered to place the above for re- introduction of Diploma in Computer Engineering before the executive council in its ensuing meeting.

- 2 **To consider and approve the remuneration of Rs. 57700/- to Teaching Assistants (Re-designated as Assistant Prof. (Temporary) engaged on workload basis in light of letter received from Principal, Secretary to Govt. of Haryana, Higher Education Department, Chandigarh.**

**Statement of the case:-**

In the initial stage of the University there was acute shortage of teaching staff in various departments/Institutes of the University so the Teaching Assistants are being engaged on workload basis as per requirement of different department/Institute/College to meet out the unattended workload

of the department. As per orders of Hon'ble Punjab and Haryana High Court vide CWP No. 9300 of 2015 (O&M) and resolved by Executive Council in its 50<sup>th</sup> meeting held on 30.12.2016 that the eligible Teaching Assistants be paid the remuneration @ Rs. 1000/- per lecture subject to a maximum of Rs. 25000/- per month and the Teaching Assistants who do not fulfill the required qualifications as per UGC/AICTE/State Govt. norms, only be paid remuneration @ Rs. 18000/- per month.

Further, various representations were received from the Teaching Assistants/Assistant Professors (T) in the University regarding to enhance the remuneration from 25,000/- per month to Rs. 57,700/- per month. Accordingly, the then Vice-Chancellor constituted a committee under the convenership of Prof. Surender Singh, Chairperson, Department of Economics to resolve the grievance and consider various demands (re designation of post as Assistant Professor (Temporary), maternity leave and payment of remuneration of Rs. 57700/-). The recommendations of the Committee were placed before the Executive Council in its 63<sup>rd</sup> meeting held on 14.11.2019 vide resolution no. 26 and the same was approved by the August House taking into consideration the circulars/guidelines of Government of Haryana received in this regard from time to time (**Annexure-6, page-23-28**). Consequently, office order was issued vide letter No. BPSMV/ET-II/19/ 3757-90 dated 19.09.2019.

In compliance to the above resolution of EC & office order, the file for release the salary (@ Rs. 57,700/-) of Teaching Assistant (Assistant Professor (T) was sent to Audit Branch and DD Audit vide their letter no. BPSMV/Audit/20/69, dated 18.08.2020 intimated that the cases of new appointments/revised remuneration/payment of outstanding remuneration etc of Teaching faculty of various departments be put up after the following instructions, which is reproduced as under:-

**“all the cases of revised remuneration of Teaching Assistant (Rs. 25,000/- to Rs. 57,000/-) may be clubbed and prepared in a tabular form or otherwise by mentioning the department wise sanctioned posts, vacant posts, requirement, maximum number of Teaching Assistants can be appointed as per Govt. instructions/UGC norms from time to time. Number of Teaching Assistant already appointed, eligible or not eligible, procedure of their appointment adopted and also keeping in view the summery of Para 42 of the judgment given by the Hon'ble Supreme Court India in this regard.” (Annexure-7, page-29-30)**

To resolve the issues regarding release the salary of Teaching Assistant/Assistant Professor (T), the then Vice-Chancellor constituted another committee of the following under the convener ship of Dean Academic Affairs to look into the issues of the Teaching Assistant/Assistant Professor (Temporary):-

1. Dean, Academic Affairs
2. Registrar

3. Deputy Registrar (ET)
4. Nodal Officer (Legal)
5. Finance Officer

The committee meeting was held on 29.06.2021 and the committee opinion duly approved by the Hon'ble Vice-Chancellor are reproduced as below:-

1. That the Establishment branch (T) will put up a proposal to Hon'ble Vice-Chancellor intimating number of post sanctioned for each department along with subject/discipline for which the post has been sanctioned and allocated to a specific category as per the reservation policy of the Govt. of Haryana. The sanctioned posts for a specific subject allocated to a specific category may be allocated to an Assistant Professor (T) (earlier Teaching Assistant) who have been engaged for that particular subject and belong to that category for which the sanction post has been allocated on the basis of seniority. Further, the committee is of the opinion that the above proposal for allocation may be put up before the Executive Council for consideration and approval.
2. Further, the committee is of the considered opinion that in rest of the cases for such Teaching Assistants whose workload exist from last three years in the department of his/her engagement may be sent to the State Govt. for sanctioned of these posts after approval of the Executive Council.
3. Further, the Committee is of the considered opinion that taking into consideration that principle for equal pay for equal work; the consent of the Finance Department through Directorate of Higher Education (DHE) may be obtained for payment of remuneration of Rs. 57,700/- per month to such Assistant professors (Temporary) (earlier Teaching Assistants) who continue the work on workload basis against unsanctioned post for payment of remuneration of Rs. 57,700/- per month.
4. The executive Council of the University may also take in to consideration the UGC letter no. F.25-1/2018 (PS/MISC.) dated 28<sup>th</sup> January, 2019 and resolution no. 36 of the Executive Council dated 20.02.2015 and the Finance Department, Government of Haryana vide memo no. 3980/-2FD-II/2015 dated 19<sup>th</sup> February 2015 at the time of taking final decision in the matter **(Annexure-8, page-31-37).**

Now Principal Secretary to Govt., Haryana, Higher Education Department, Chandigarh forwarded a representation dated 20.01.2021 of Assistant Professor (Temporary) addressed to Hon'ble Chairperson, Committee on Petition of Haryana Vidhan Sabha, Chandigarh with the advice that **"if such benefit is granted to contractual staff of the University, then it may be considered by the University at its own level. Further, it needs to be ensured that they are taking complete workload as per norms. Earlier the pay of such staff was decided by the Executive Council at their own level and not by the Government. The necessary action in the matter may be taken by the University at its own as per norms, out of the lump sum grant provided by the Government or from their own internal**

resources and action taken report may be also supplied to this office immediately" (Annexure-9, page-38)

The case was put up before the Hon'ble Vice-Chancellor and he has ordered to place the same before the Executive Council for consideration.

- 3 Any other item with the permission of the Chair.

  
13/11/21  
Registrar

Annexure - 7



**Bhagat Phool Singh Mahila Vishwavidyalaya  
Khanpur Kalan (Sonapat), Haryana-131305**

Office No. 01263-283060, 283038, Fax No. 01263-283154, [www.bpswomenuniversity.ac.in](http://www.bpswomenuniversity.ac.in)

Ref No. BPSMV/Acad/20/601-624

Dated: 23/03/20

To

All the members of  
Executive Council,  
BPSMV, Khanpur Kalan.

Sub:- 64<sup>th</sup> emergent meeting of Executive Council.

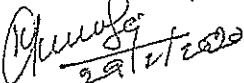
Sir/ Madam,

It is for your kind information that the 64<sup>th</sup> emergent meeting of the Executive Council is scheduled to be held on 05/03/2020 at 11.00 a.m. in the Conference Hall, Administrative Block, BPS Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat), Haryana.

I shall be highly obliged, if you kindly spare your valuable time to attend the said meeting on the above mentioned date, time and venue. Agenda item is enclosed herewith.

TA/DA will be paid as per University rules.

Yours sincerely,

  
23/03/2020  
Registrar

Endst.No. BPSMV/Acad/20/

Dated: . . . . .

Copy of the above is forwarded to the following for information, please:-

1. The Secretary to Governor-Chancellor (for kind information of His Excellency Governor-Chancellor, Haryana), Haryana Raj Bhawan, Chandigarh.
2. PS to Vice-Chancellor (for kind information of the Vice-Chancellor), BPSMV, Khanpur Kalan.

Registrar

BHAGAT PHOOL SINGH MAHILA VISHWAVIDYALAYA, KHANPUR KALAN, SONEPAT  
THE AGENDA FOR THE 64<sup>th</sup> MEETING OF THE EXECUTIVE COUNCIL TO BE HELD ON  
05/03/2020 AT 11.00 A.M. IN THE CONFERENCE HALL, ADMINISTRATIVE BLOCK,  
BHAGAT PHOOL SINGH MAHILA VISHWAVIDYALAYA, KHANPUR KALAN.

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1. To decide future course of action for courses run under self –Financing Scheme in B.P.S. Mahila Polytechnic and the staff appointed for these courses in view of Order of Director Higher Education, Haryana dated 09.01.2020 passed in compliance of interim orders of Hon'ble High Court in CWP No. 37737 of 2018 titled Savita Sharma & Ors. Vs. State of Haryana & Ors and connected petition.

Statement of the case:-

The Petitioners' in CWP No. 37737 of 20x18 titled 'Savita Sharma & Ors. Vs. State of Haryana & Ors.' and connected petition have been appointed as Lecturers in the pay scale as per 5<sup>th</sup> Pay Commission on regular basis for three courses being run by the University on Self-Financing Scheme through an advertisement in last week of January 2009 in various leading newspapers (Annexure-1, page-1). The terms and conditions clearly prescribe at serial no. 4 that Lecturers for the posts of Electronics and Communication Engineering, Office Management and English are under grant-in-aid and rest of the all posts including the posts of the petitioners are under Self-Financing Scheme (Annexure-2, page 2).

These three courses namely Diploma in Fashion Technology, Diploma in Medical Lab Technology and Diploma in Computer Science and Engineering were initially commenced in 2001-02 including other course namely Diploma in Information Technology under Self-Financing Scheme by B.P.S. Mahila Polytechnic, Khanpur kalan, an institution of erstwhile Kanya Gurukul, Khanpur Kalan which was a private educational society. The said private educational society created the posts of staff for these courses under self-financing scheme and appointed staff under Self-Financing Scheme. These courses were affiliated to State Board of Technical Education Haryana and approved by All India Council of Technical Education.

The Legislative Assembly of Haryana under Haryana Act No. 31 of 2006 enacted 'Bhagat Phool Singh Mahila Vishwavidyalaya Khanpur Kalan Act, 2006 and Section 36 of the said Act vested, all properties, moveable or immovable and all interests of whatsoever nature and kind therein, vested in the institutions



of Mahasabha Gurukul Vidyapeeth Haryana, Bhainswan Kalan and Kanya Gurukul, Khanpur Kalan and the courses run thereunder and the post created, filled before the commencement of this Act, in the University.

The Finance Commissioner & Principal Secretary to Government of Haryana Education Department vide Memo No. 20/1-2006 UNP (1) dated 21.09.2006 inter-alia directed the University that the staff (teaching & non-teaching) working in educational institutions on aided posts may be absorbed in the University and remaining staff will continue and final decision would be taken by the University and also directed that till the rules are framed by the University, rules framed by Maharishi Dayanand University, Rohtak should be followed (Annexure-3, page 3-7). In view of the above rule position especially the instruction of the Government of Haryana to follow rules of Maharishi Dayanand University, Rohtak till this University frames its own rules. The Self-Financing Scheme of the Maharishi Dayanand University is placed as (Annexure-4, page 8-13). Later on, the University Accounts Code was implemented in the University w.e.f. 01.04.2010 and there is complete chapter-24 on the Self-Financing Scheme (Annexure-5, page 14-18). Therefore, all the appointment including the appointment of the petitioners made under the Self-Financing Scheme were being regulated by the Scheme framed by Maharishi Dayanand University as this University did not frame its own scheme for Self-Financing till 01.04.2010 and thereafter these appointments were to be regulated by the University Accounts Code.

The Executive Council of the University in its 12<sup>th</sup> meeting held on 23.06.2008 vide resolution no. 3 resolved to absorb the staff on grant-in-aid posts straightway and approved a rationalization policy for the rest of staff who were working under Self-Financing Scheme on 18.08.2006 as per rolls i.e. the Establishment of the University. The University as per this rationalization policy rationalized services of 176 employees working on Self-Financing Scheme on or before the establishment of the University by bringing them on the regular strength of their institution on the posts sanctioned by the Government of Haryana w.e.f. 27.02.2009. During the process of rationalization as above, the then officiating principal of the Polytechnic Sh. D.V.S. Dahiya (Retd.) put up a proposal dated 23.12.2008 for requirement of the faculty for many courses including the posts occupied by the Petitioners as well as two posts under

grant-in-aid and the then Vice-Chancellor allowed the Principal to advertise the posts provided that they are sanctioned posts (Annexure-6, page-19). The officiating Principal sent the advertisement without verifying the fact that the posts of the Petitioners have not been sanctioned by the Government of Haryana.

The petitioners after appointment in July 2009 continuously received full salary till June 2013 in 6<sup>th</sup> Pay Commission and no one pointed out deficiency in funds of Self-Financing Accounts till the Deputy Director (Audit) vide requisition no. 23 dated 31.07.2013 pointed out that the posts under Self-Financing Scheme including the posts of the petitioners have been filled up without the approval of the State Government in violation of the Government instructions and the expenditure incurred from the accounts of Self-Financing Scheme is in excess over the income generated by these courses as per the balance sheet for the year 2010-11, 2011-12 and 2012-13 (Annexure-7, Page 20-21). In light of the above financial position of the Self-Financing Courses, none of the staff appointed under the Self-Financing Scheme has been granted benefit of 7<sup>th</sup> Pay Commission till date.

The Executive Council of the University in its 33<sup>rd</sup> meeting dated 30.05.2013 took up the matter of the appointment under self-financing scheme including the appointments of the petitioners along with financial position of Self-Financing Courses and in view of expenditure in excess of income generated though self-financing courses and in absence of sanction of these posts by the Government of Haryana under Self-Financing Scheme vide resolution no. 17 resolved to request the State Government to sanction these posts under Self-Financing Scheme (Annexure 8, page-22) and a letter was sent to DG Technical Education Haryana.

Thereafter, the Executive Council again took up the matter and a letter was sent to Director General Higher Education Haryana for release of additional funds for making payments of salary to the 14 teachers appointed under Self Financing Scheme including the Petitioners and DG Higher Education vide letter dated 28.05.2015 intimated that the Department does not release grant for posts under Self-Financing Scheme. In the meantime, as per proposal of the Principal (Polytechnic) for closure of one of the self-financing courses namely Diploma in Information Technology was put up in the Executive Council

in its 41<sup>st</sup> meeting held on 20.02.2015 and the Executive Council resolved to constitute a committee for recommending action in respect of concerned staff appointed for this course.

The matter was again taken up in 42<sup>nd</sup> meeting of the Executive Council dated 30.03.2015 and the Council vide resolution no. 7 (iv) resolved that three months' notice period for termination of services of staff for Diploma in Information Technology may be issued and it was also resolved that the State Government be requested separately that these staff members of Information Technology may be rehabilitated within the period of three months' notice (Annexure-9, page 23 & 24). In pursuance of this resolution, these staff members were served three months' notice for termination of their services and these staff members were relieved on 02.07.2015 by paying their salary admissible to them.

The Executive Council in its 43<sup>rd</sup> meeting held on 25.07.2015 in view of the DG Higher Education refusal to release any grant for the appointments under Self-Financing vide letter dated 08.05.2015 and after considering the diminishing graph year after year of the students under SFS courses, vide resolution 29 (6) "resolved to direct the Principal to assess the admission graph as well as the income and expenditure of the courses being run under SFS and in those courses where the number of students may not meet the requirement of salary of the concerned faculty, the services of surplus teachers be terminated with immediate effect by following due procedure of options from the affected teachers be sought either to agree to get as much salary as could be possible in proportion to the availability of income from fee in their respective courses, otherwise it is constraint to inform that such teachers either have to resign at their own or their service be terminated. The Principal shall inform accordingly to all concerned teachers henceforth. It was also resolved that, keeping in view of the anomalies which have surfaced because of the appointment of these teachers against the posts not sanctioned by the State Govt., the responsibility of the erring officers/officials be got fixed by the Principal BPSMV Mahila Polytechnic". (Annexure-10, page 25-28).

The then Principal of the Polytechnic communicated the resolution no. 29 of the 43<sup>rd</sup> meeting of the Executive Council to the employees appointed under Self-Financing Scheme including the petitioners for their comments vide office

order MP/1032 dated 04.11.2015 (Annexure-11, page 29). The petitioners collectively vide letter dated 20.11.2015 pointed out that Director Higher Education vide Memo No. 18/157-2013 UNP (1) dated 07.09.2015 has demanded a fresh proposal for creation of posts for the petitioners under grant-in-aid for consideration and the petitioners requested the University to reconsider their case (Annexure-12, page 30-31).

The Executive Council in its 45<sup>th</sup> meeting dated 30.12.2015 taking into consideration that the matter relates to services of many people engaged through Self-Financing Scheme in the year 2009 vide resolution no. 9 resolved that the Principal Polytechnic shall prepare and put up the case with full justification along with balance sheets of last five years etc. in the next meeting. The Executive Council in its next meeting dated 11.02.2016 vide resolution no. 13 inter-alia resolved to ask the Principal to prepare the balance sheet again and place the item in the next meeting (Annexure 13, page-32).

The matter was again taken up by the Executive Council in its 49<sup>th</sup> meeting and vide resolution no. 16 inter-alia resolved that the matter relating to the creation of posts under grant-in-aid be taken up separately with the State Government (Annexure-14, page-33). In pursuance of the above resolution of the Executive Council, a proposal for creation of the posts under grant-in-aid for the petitioners was sent to the Government of Haryana by the University.

The petitioner could not get full salary from July 2013 to date in view of the D.D. (Audit) Requisition 23 dated 31.07.2013 although they are being paid the last admitted salary by the D.D. (Audit) in June 2013. The details of salary paid and due to the petitioners as per 6<sup>th</sup> Pay Commission from their date of appointment to December 2019 are placed as Annexure-15, page 34-45. The balance sheet of these courses from December 2009 to 2018 is placed as (Annexure-16, page 46-50). The course wise fund position of the Self-Financing Courses from April 2019-March 2020 is placed as (Annexure-17, page-51). The course wise-students strength for the Self-Financing Courses from 2009-2019 is placed as (Annexure-18, page-52-53).

The petitioners could not be paid salary from March 2018 onwards for reasons stated above, therefore, they filed the instant writ petition (copy attached) before Hon'ble High Court at Chandigarh. The Hon'ble Court in its interim orders directed the University to pay 50% of the salary to the petitioners

as well as to continue to pay admitted salary to the petitioners and it also directed the Director Higher Education Haryana to take final decision on the proposal sent by the University for Sanction of the posts of petitioners under grant-in-aid.

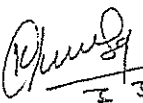
In compliance of the interim orders of Hon'ble High Court, the University paid 50% of the arrears of the salary to the petitioners from March 2018 to December 2019 as per 6<sup>th</sup> Pay Commission. Further, In compliance of the interim orders of Hon'ble High Court, the Director Higher Education Haryana conveyed its decision vide office order dated 09.01.2020 rejecting the claim of petitioners to create posts under grant-in-aid (Annexure-19, page 54-58). Further, the University counsel informed Hon'ble High Court in the instant petition that the matter of payment of arrears to the petitioners in terms of their appointment letters is being placed before the Executive Council (Annexure-20, Page-59).

In view of the above facts it is proposed that the following issues may kindly be resolved:-

- (i) to decide future course of action for courses being run under Self-Financing Scheme and the staff appointed under the scheme;
- (ii) (ii) to identify the ways and means by which arrears of the salary to the petitioners may be paid till they continue; and
- (iii) (iii) to initiate legal action against Sh. D.V.S. Dahiya (Retd.), the then officiating Principal of the Polytechnic for causing financial and reputational loss to the University by concealing the fact that the said posts had not been sanctioned by the Government of Haryana in 2009.

The matter was put up before Hon'ble Vice-Chancellor for kind consideration and resolution of the above issues. The Hon'ble Vice-Chancellor has ordered to put up the matter before the Executive Council for decision on the said issues.

2. Any other item with the permission of the chair.

  
3/2/20  
Registrar



## Annexure -2

MINUTES OF THE 64<sup>th</sup> MEETING (EMERGENT MEETING) OF THE EXECUTIVE COUNCIL HELD ON 05/03/2020 AT 11.00 A.M. IN THE CONFERENCE HALL, ADMINISTRATIVE BLOCK, BPS MAHILA VISHWAVIDYALAYA, KHANPUR KALAN (SONIPAT).

The following were present:-

- |   |                      |
|---|----------------------|
| 1. Prof. Sushma Yadava,<br>Vice-Chancellor  | Chairperson          |
| 2. Sh. Vijay Kumar,<br>CAO, Representative of F.D.  | Ex-officio-member    |
| 3. Sh. Devi Dayal Poriya,<br>Accounts Officer<br>Representative of F.D.   | -do-                 |
| 4. Prof. Ipshita Bansal,<br>Dean, Faculty of Laws   | -do-                 |
| 5. Prof. Sanket Vij,<br>Dean, Faculty of Commerce & Mgt.  | -do-                 |
| 6. Prof. Vijay Nehra,<br>Dean, Faculty of Engineering & Technology<br>Dean Students Welfare                       | -do-                 |
| 7. Dr. Suman Dalal,<br>Dean, Faculty of Physical Education  | -do-                 |
| 8. Prof. Amrita,<br>Dean, Faculty of Arts & Languages   | -do-                 |
| 9. Prof. Sarla,<br>Dean, Faculty of Ayurvedic Medicine  | -do-                 |
| 10. Prof. Vijay Kaushik,<br>Principal, MSM Institute of Ayurveda  | -do-                 |
| 11. Dr. Nirmala Chaudhary, Professor,<br>School of Management,<br>Kurukshetra University, Kurukshetra. 9896436069 | Chancellor's Nominee |
| 12. Dr. Sumitra Singh, Professor,<br>Department of Pharmaceutical Science,<br>Guru Jambheshwar University, Hisar. | -do-                 |
| 13. Smt. Kamla Rani<br>House No. 12, University Campus  | -do-                 |
| 14. Dr. Naresh Kumar,<br>C.O.E.   | Special invitee      |
| 15. Dr. Pawan Kumar,<br>Nodal Officer Legal Cell  | Special invitee      |
| 16. Dr. Kiran Kamboj,<br>Registrar  | Secretary            |

### INTRODUCTION

The Hon'ble Vice-Chancellor welcomed all the members present for 64<sup>th</sup> meeting of the Executive Council and thanked them for attending the meeting at a short notice.



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The Vice-Chancellor briefed the Council on the reasons for convening the emergent meeting. After the introduction and brief about the emergent situation which had arisen due to court cases, Secretary of the Council was asked to take up the agenda and accordingly the agenda were taken up as given below.

### PROCEEDINGS

1. To decide future course of action for courses run under self -Financing Scheme in B.P.S. Mahila Polytechnic and the staff appointed for these courses in view of Order of Director Higher Education, Haryana dated 09.01.2020 passed in compliance of interim orders of Hon'ble High Court in CWP No. 37737 of 2018 titled Savita Sharma & Ors. Vs. State of Haryana & Ors and connected petition.

Briefing the members on the first agenda item, the Secretary of the Council informed that a committee was constituted for preparing 'Income and Expenditure Statement on Due Basis for the Financial Year 2019-20 for SFS Courses' being run in the BPS Mahila Polytechnic and to find out ways and means through which the arrears of the salary to the petitioners appointed under SFS may be paid in terms of their appointment letters.

The Committee had submitted its report and a copy of the same was provided to the members of the Council.

A micro-study of the report submitted by the above said committee reflects that two courses namely, Diploma in Medical Lab Technology and Diploma in Fashion Technology have surplus income, whereas one course namely Diploma in Computer Science and Engineering has huge excess of expenditure over the income

Further, the Council was apprised that the Balance Sheets of these courses from the financial year 2010-11 onwards reveal that there is excess expenditure over income. The Council was further apprised about the students' strength of these courses. The students' strength in Diploma in Medical Lab Technology (DMLT), Diploma in Fashion Technology (DFT) and Diploma in Computer Science and Engineering (DCSE) is 99%, 64% & 58% respectively, during the last five years. Also, as per the requests of



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petitioners, the University had already sent a proposal for sanction of their posts under grant in aid instead of SFS and the same was rejected by the DGHE vide office order dated 09.01.2020.

The Chairperson of the Council informed the members that the petitioners have requested vide representation dated 04.03.2020 that they may be granted an opportunity of personal hearing before the Executive Council and the same has been allowed in the interest of justice as the matter relates to their employment. Accordingly, the petitioners were given an opportunity of hearing.

The Council discussed the issue at length and in light of the facts presented through documents and hearing, it was resolved that two diplomas namely Diploma in Medical Lab Technology and Diploma in Fashion Technology be continued as they are financially viable with ample students' strength, whereas Diploma in Computer Science and Engineering be discontinued/ terminated from May, 2020 as it is not financially viable to run the said diploma due to lean students' strength. Further, as the services of the staff appointed under SFS are co-terminus with the termination/ closure of the course, they be served a three months' notice before termination of their services as per the rules/ their appointment letters.

Considering the fact that they have been working in the Polytechnic for more than a decade, it was also resolved that simultaneously a proposal be sent again to the State Govt. to sanction the posts under grant-in-aid instead of SFS by providing budgets for these courses as this is the only State Women University in Haryana for educating girls from elementary education to higher education and as the BPS Mahila Polytechnic has only six lecturers who are working under SFS posts for these courses whereas rest of the posts in the University are under grant-in-aid. In case, the Govt. sanctions these posts under grant-in-aid before the termination of the services of the petitioners, the notice for termination of their services shall stand withdrawn. In case, these staff members stand relieved after the lapse



3/6

of notice period, the Govt. of Haryana be requested to rehabilitate these affected lecturers in Govt. Polytechnics or at any other appropriate institutions.

Further, the Council resolved to approve the recommendations of the Committee for the payment of arrears of salary as per 6<sup>th</sup> Pay Commission to the petitioners in terms of their appointment letters till they continue, in compliance of the orders of Hon'ble High Court in the instant petition. It was also resolved that the Govt. of Haryana may be approached through F.C. for the required budget for the payment of the said salary and arrears as well as arrears for the 7<sup>th</sup> Pay Commission wherever applicable.

The Council also resolved that an inquiry be conducted for fixing the responsibility of the erring officials/ officers for the lapse and the Vice-Chancellor be authorized to appoint the Inquiry Officer preferably from judicial background out of the panel approved by the Govt. of Haryana for enquiries.

2. To consider and approve the guidelines prepared/ recommended by the committee constituted for preparation of Investment guidelines.

The House resolved that the university funds be invested/ deposited in the nationalized banks only and there too, bank with the highest rate of interest be chosen.

3. Agenda for sending proposal for creation of posts for cooks in compliance of Hon'ble High Court interim order dated 11.12.2019 in CWP No. 7755 of 2018 and CWP No. 27703 of 2016.

After deliberating the issue at length, the House resolved that in compliance of the order of Hon'ble High Court dated 11.12.2019, the proposal for creation of posts of the Cooks under diminishing cadre be sent to the DHE for approval. The proposal may mention the fact that the Cooks are working for more than two decades and the University is running two guest houses and more than ten hostels.



4/6

4. Agenda to decide the representation of Sh. Sumer Singh in compliance of Hon'ble High Court decision dated 03.12.2019 in COCP No. 1422 of 2019 in view of the report of a Committee Constituted by the Vice Chancellor in pursuance of the resolution of 63<sup>rd</sup> Executive Council.

The Council was apprised that the Vice-Chancellor had constituted a committee on the representation of the petitioner/ applicant Sh. Sumer Singh, in pursuance of the resolution of 63<sup>rd</sup> Executive Council for compliance of the decision of the Hon'ble High Court passed in CWP No. 10823 of 2018. After considering facts of the case and the recommendations of the committee, the Council resolved:

- (i) that rationalization of the employee be corrected under intimation to DHE as there is/was no Engineering Cell in the concerned college and responsibility of the erring officials/ officers for this lapse/wrong be fixed;
  - (ii) as the University is in process of framing its own rules for promotion for the technical staff including the post under reference, the same be placed before the Executive Council for its consideration in the subsequent meeting;
  - (iii) that the concerned employee may be promoted after obtaining prior approval of State Government to fill up the post of the SDE (Civil) through promotion rather than direct recruitment subject to the fulfilment of eligibility as per the university rules.
5. To note the Haryana Civil Services (Revised Financial Assistance) Rules for implementation received vide notification No GSR.32/Const./Art. 309/2019 dated 02.08.2019 and to empower the Vice-Chancellor to implement the directions received in this regard from the State Government from time to time.

The item could not be taken up due to paucity of time.

6. Any other item with the permission of Chair:

The House was informed about the case of financial misappropriation/ embezzlement and the action taken thereon. As soon as the Vice-Chancellor came to know of it, the concerned dealing Clerk/ Cashier was suspended. Explanation was called from the Finance Officer and also the Computer Assistant-cum-DEO who developed the software and was controlling the same. The Inquiry Officer has been appointed out of the panel approved by the Govt. of Haryana for



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conducting departmental inquiries and he has been requested to complete the inquiry within sixty days.

To facilitate the Inquiry Officer and continued supervision of the Accounts Branch, an existing AR has been posted in the Accounts Branch.

A letter has been written to the Additional Chief Secretary, Govt. of Haryana, Department of Finance, requesting not to transfer the Finance officer and also not to release his terminal benefits till the inquiry becomes conclusive as he is going to retire on 31.03.2020.

Henceforth, the matter and all related papers will be referred to the Inquiry Officer.

Following actions were also placed before the Executive Council:

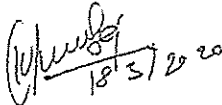
- In future, no outsourced employee be posted in the Accounts Branch.
- The Accounts Officer may be relieved immediately.
- A Vigilance/ Intelligence Inquiry be sought from the State Govt.

The Council appreciated the action taken by the University and after discussion advised that:

- a) the AOs may not be relieved immediately since they are retired govt. employees and their retiral benefits are with the govt. They be retained till the inquiry is completed;
- b) a special CAG Audit may be requested for the last five years initially and in case, there is further requirement, it may be extended to ten years.

Further, the Council resolved to authorize the Vice-Chancellor to consult appropriate legal experts before proceeding further and also wait for the preliminary fact finding inquiry before contemplating any criminal action/ proceedings. The Executive Council also suggested that permission be sought from Hon'ble Chancellor to handover the matter after completion of the departmental enquiry to the Criminal Investigation Department, Haryana Police.

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

  
18/3/2020  
Registrar

**Bhagat Phool Singh Mahila Vishwavidyalaya,  
Khanpur Kalan (Sonapat), Haryana-131305**

Office No. 01263-283038, [www.bpswomenuniversity.ac.in](http://www.bpswomenuniversity.ac.in)

To,  
The Director General Higher Education Haryana  
Shiksha Sadan, Sector-5  
Panchkula

Memo No. MP/Pers/BPSM.R./1431

Dated: 05/02/2021

Sub: Conversion of Self-Financing Posts created by erstwhile Private Educational Society into Budgetary Posts after establishment of university.

Sir,

You are aware that the Bhagat Phool Singh Mahila Vishwavidyalaya Khanpur Kalan was established under Act No. 31 of 2006 by the Govt. of Haryana on 18.8.2006, with a special motto, keeping in mind Clause (3) of Article 15 of the constitution of India which inter-alia guarantees the equality and empowerment of women through education. The Bhagat Phool Singh Mahila Vishwavidyalaya is only State Funded women university in the North India with an aim to facilitate and promote women in the field of higher Education with special emphasis in emerging area of Information Technology, Computer Education, Medical Sciences, Bio-Technology, Environmental Studies, Technology and Management Studies and also to achieve excellence in these and connected fields.

It is submitted that six posts (One senior Lecturer and five Lecturers) were appointed for Computer Engineering, Medical Laboratory Technology, Fashion Technology courses by following the complete prescribed procedure during 2009 in pursuance of an advertisement under Self-Financing Scheme in BPS Mahila Polytechnic which is a constituent institution of the University (Annexure-I). At the time of appointment of these teachers, the Directorate of Technical Education used to provide budget for many posts sanctioned under Grant-in Aid Scheme in Mahila Polytechnic, however at present the budget for those posts sanctioned under grant-in-aid is provided by the Directorate of Higher Education Haryana w.e.f. 21.11.2016 vide Memo No. 79/55/2009-4FD11/36557 (Annexure-II).



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It is informed that the Executive Council of the University in its 61<sup>st</sup> meeting dated 05.03.2020 vide resolution no. 1 inter-alia resolved as follows:

That two diplomas namely Diploma in Medical Laboratory Technology and Diploma in Fashion Technology be continued as they are financially viable with ample students' strength, whereas Diploma in Computer Science and Engineering be discontinued/terminated from May 2020 as it is not financially viable to run the said diploma due to lean students' strength. Further, as the services of the staff appointed under SFS are co-terminus with the termination/closure of the course, they be served a three months' notice before termination of their services as per the rules/appointment letters.

Considering the fact that they have been working in the Polytechnic for more than a decade, it was also resolved that simultaneously a proposal be again sent to the State Government to sanction the posts under grant-in-aid instead of SFS by providing budget for these courses as this is the only State Women University in Haryana for educating girls from elementary education to higher education and as the BPS Mahila Polytechnic has only six lecturers who are working under SFS posts for these courses whereas rest of the posts in the University are under grant-in-aid." (Annexure-III).

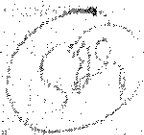
The course of Computer Science and Engineering is running in the BPS Mahila Polytechnic for more than a decade in public interest because the Government is encouraging use of digital platform in every walk of life. This course has given many Junior Engineers who are serving the society in various sectors. As stated above, these teachers cannot be paid salary out of the funds generated by fee of the students for the diploma. Simultaneously, the university cannot raise the fees as Haryana Govt. is providing free technical education to girls. The course of Computer Engineering, Medical Lab Technology and Fashion Technology are running in the BPS Mahila Polytechnic from 2001-02 and has given significant skilled technical experts who are serving the society in multi facets of growth, equality and empowerment of rural women/girls. The posts in these courses were created on the basis of student strength and workload basis on Self-Financing by erstwhile Kanay Gurukul Khanpur Kalanto meet AICTE norms during 2002 and 2004 respectively. These Self-Financing posts remained vacant till 2009. Section 36 (1) of the University Act provides that all properties, movable or immovable

per AICTE/DTE norms as these courses are not financial viable as parents of girl child are not ready to pay higher fee. It is also worth mentioning that BPS Mahila Polytechnic is already facing shortage of regular faculty in terms of staff ratio prescribed by AICTE which is mandatory for the annual affiliation.


At last but not the least, some of these candidates appointed under SFS have become overage for applying in Government services and termination of their services at this stage may adversely affect their social life.

Therefore, taking a lenient view towards the affected teachers and future of girls' students, it is requested that these six posts created by the erstwhile Private Educational Society may be converted into budgeted posts for appointees by reconsidering your office order dated 09.01.2020.

Thanking you in anticipation

  
Principal 5/2/2021  
for Registrar  
B.P.S. Mahila Polytechnic  
Khanpur Kalan (Sonapat)





and all the interest of whatsoever nature and kind therein, vested in the institutions of Mahasabha Gurukul Vidyapeeth Haryana, Bhainswan Kalan and Kanya Gurukul, Khanpur Kalan and the courses run thereunder and the posts created, filled before the commencement of this Act, shall vest in the University.

The Finance Commissioner and Principal Secretary to Government of Haryana Higher Education Department vide Memo No. 20/1-2006 UNP (1) dated 21.09.2006 inter alia directed the University that the staff (teaching and non-teaching) working in the educational institutions managed by erstwhile Mahasabha Gurukul Vidyapeeth and Kanya Gurukul may be absorbed in the University and remaining staff will continue and final decision would be taken by the University (Annexure-IV). The Executive Council in pursuance of the above letter in its 12 meeting dated 23-06-2008 vide resolution no. 3 approved a rationalization policy for the remaining staff. In pursuance of the said rationalization policy, a list of posts to be sanctioned under grant-in-aid for rationalization was sent to Directorate of Higher Education, Government of Haryana by the University and 190 posts were sanctioned under grant-in-aid by the Finance Department vide letter 18/203-2007 dated 27-02-2009 (Annexure-V) for the purpose. Later on 27 more posts were sanctioned under grant-in-aid by Finance Department, Government of Haryana vide Memo No. KW 18/203-2007 UNP (1) dated 26.5.2010 (Annexure-VI). However, no request for sanction of these six posts under grant-in-aid was sent to Government of Haryana as these posts remained vacant till 2009. A proposal for sanctioned of these posts under grant-in-aid was sent to Director Higher Education Government of Haryana vide letter BPS/MP/19/957 dated 29-11-2019 and the Director Higher Education vide office order dated 09.01.2020 rejected the said proposal (Annexure-VII).

In the present scenario when Government is making all possible efforts to educate the girls/ women of remote area, it is requested that the proposal for sanctioning of above posts under grant-in-aid may be considered sympathetically at this juncture, in order to sustain the course, as well as to ensure gender equality before law which shall help the university in fulfilling its prime purpose to serve the society and fulfill its vision by providing modern education to rural girls/women. The sanction for creation of these posts under grant-in-aid scheme is a bare minimum requirement for continuation of the course as



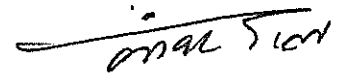
14/10/21

विषय:-

भगत फूल सिंह विश्वविद्यालय, खानपुर कलॉ (सोनीपत) में कंप्यूटर साइंस इंजीनियरिंग विभाग में डिप्लोमा प्रोग्राम दुबारा शुरू करने बारे।

उपरोक्त विषय बारे मेरे संज्ञान में आया है कि भगत फूल सिंह विश्वविद्यालय, खानपुर कलॉ (सोनीपत) में कंप्यूटर साइंस इंजीनियरिंग विभाग में डिप्लोमा प्रोग्राम न होने के कारण छात्राओं को विश्वविद्यालय से काफी दूर जाना पड़ रहा है। इस बारे विभिन्न ग्राम पंचायतों व अन्य शाखाओं से भी बार-बार अनुरोध किया जा रहा है।

अतः मैं चाहूंगा कि जनहित में विश्वविद्यालय के सत्र 2021-22 में भगत फूल सिंह विश्वविद्यालय, खानपुर कलॉ (सोनीपत) में कंप्यूटर साइंस इंजीनियरिंग विभाग में डिप्लोमा प्रोग्राम को दुबारा शुरू करने बारे शीघ्रातिशीघ्र आवश्यक कार्यवाही अमल में लाई जाए तथा की गई कार्यवाही से अधोहस्ताक्षरी को भी सूचित किया जाए।

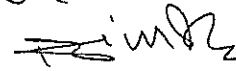


शिक्षा मंत्री

कुलपति, भगत फूल सिंह विश्वविद्यालय,  
खानपुर कलॉ (सोनीपत)

URGENT

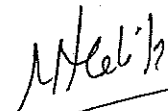
The Hon'ble Vice-Chancellor  
has desired to take up  
the matter on priority,  
please.



PS to me  
14/10/2021

Registrar

for. n. a. p/a



18/10/21

Principal (Poly Tech.)

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Urgent

Diary No. 6.5.55.H (17)  
Dated. 06.10.2021





*Annexure -5*

To,

The Director General Higher Education  
Shiksha Sadan, Sector 5  
Panchkula

Memo No. BPSMV/MP/21/D./1968...

Dated 29/12/21

Sub: Concurrence for restarting Self-Financing Diploma in Computer Engineering under grant-in-aid scheme by converting Self-Financing posts created by erstwhile Private Educational Society into Budgetary Posts after establishment of the University to facilitate compliance of orders of Hon'ble Education Minister, Government of Haryana.

Sir,

Please refer to the University letter No. MP/Pers/BPSMB/1437 dated 05.02.2021 for converting Self-Financing posts created by erstwhile private educational society into budgetary post after establishment of the University.

You are aware that Bhagat Phool Singh Mahila Vishwavidyalaya Khanpur Kalan (hereinafter referred as the University) was established under Cat No.31/2006 by the Govt. of Haryana on 18.8.2006, with a special motto, keeping in mind Clause (3) of Article 15 of the constitution of India which inter-alia guarantees the equality and empowerment of women through education. It is the only State funded Women University in North India with an aim to facilitate and promote women in the field of Higher Education with special emphasis in emerging area of Information Technology, Computer Education, Medical Sciences, Bio-Technology, Environmental Studies, Technology and Management Studies and also to achieve excellence in these and concerned fields.

It is submitted a Diploma in Computer Engineering, Fashion Technology and Medical Laboratory Technology was commenced by erstwhile private educational society in 2001-02 under Self Financing Scheme. The University Act vested all institutions, courses and posts created, filled by erstwhile private educational society in the University. The University appointed six teachers (One senior Lecturer and Five Lecturers) for Computer Engineering, Medical Laboratory Technology, Fashion Technology courses by following the complete prescribed procedure during 2009 in

pursuant of an advertisement under Self- Financing Scheme in BPS Mahila Polytechnic which is a constituent institution of the University.

The Finance Commissioner and Principal Secretary to Government of Haryana, Higher Education Department vide Memo No. 20/1-2006 UNP (1) dated 21.09.2006 inter alia directed the University that the staff (teaching and non-teaching) working in these educational institutes managed by erstwhile Mahasabha Gurukul Vidyapeeth and Kanya Gurukul may be absorbed in the University and remaining staff will continue and final decision would be taken by the University. The Executive Council in pursuance of above letter in its 12<sup>th</sup> meeting dated 23.06.2008, vide resolution No.3 approved a rationalization policy for the remaining staff. In pursuance of the said rationalization policy, a list of posts to be sanctioned under grant-in-aid for rationalization was sent to Directorate of Higher Education, Government of Haryana by the University and 190 posts were sanctioned under grant-in-aid by the Finance Department vide letter 18/203-2007 dated 27.02.2009 for the purpose. Later on 27 more posts were sanctioned under grant-in-aid by Finance Department, Government of Haryana vide Memo No. KW 18/203-2007 UNP(1) dated 26.05.2010. However, no request for sanction of these six posts under grant-in-aid was sent to Government of Haryana as these posts remained vacant till 2009.

At the time of appointment of these teachers, the Directorate of Technical Education used to provide budget for many posts sanctioned under Grant-in-Aid scheme in Mahila Polytechnic. However, at present the budget for those posts sanctioned in Polytechnic is provided by Directorate of Higher Education, Haryana w.e.f. 21.11.2016 vide Memo No. 79/55/2009-4FDII/36557.

It is informed that the Executive Council of the University in its 64<sup>th</sup> meeting dated 05.03.2020, vide resolution No.1 inter-alia resolved as follows:-

"That two diplomas namely Diploma in Medical Laboratory Technology and Diploma in Fashion Technology be continued as they are financially viable with ample students strength, whereas Diploma in Computer Science and Engineering be discontinued/ terminated from May 2020 as it is not financially viable to run the said diploma due to lean students' strength. Further, as the services of the staff appointed under SFS are co-terminus with the termination/ closure of the course, they be served a three months' notice before termination of their services as per the rules/ appointment letters.

Considering the fact that they have been working in the Polytechnic for more than a decade, it was also resolved that simultaneously a proposal be again sent to the State Government to sanction the posts under Grant-in-aid instead of SFS by

providing budget for these courses as this is the only State Women University in Haryana for educating girls from elementary education to higher education and as the BPS Mahila Polytechnic has only six lecturers who are working under SFS posts for these courses whereas rest of the posts in the University are under Grant-in-aid."

The course of Computer Engineering was being run in the BPS Mahila Polytechnic for more than a decade in public interest because the Government is encouraging use of digital platform in every walk of life. This course has given many Junior Engineers who are serving the society in various sectors. As stated above, these teachers cannot be paid salary out of the funds generated by fee of the students for the diploma. Simultaneously, the University cannot raise the fees as Haryana Govt. is providing free technical education to girls. The course of Computer Engineering, Medical Lab Technology and Fashion Technology are running in the BPS Mahila Polytechnic since 2001-02 and has given significant skilled technical experts who are serving the society in multi facets of growth, equality and empowerment of rural women/ girls. A proposal for sanction of these posts under grant-in-aid was sent to Director Higher education, Government of Haryana vide letter No. BPS/MP/19/957 dated 29.11.2019 and the Director Higher education vide Office order dated 09.01.2020 rejected the said proposal.

In the present scenario when Government is making all possible efforts to educate the girls/ women of remote area, it is requested that the proposal for sanctioning of above posts under grant-in-aid may be considered sympathetically at this junction, in order to sustain the course, as well as to ensure gender equality before law which shall help the University fulfilling its prime purpose to serve the society and fulfill its vision by providing modern education to rural girls/women. The sanction for creation of these posts under grant-in-aid scheme is bare minimum requirement for continuation of the course as per AICTE/ DTE norms as these courses are not financially viable as parents of girl child are not ready to pay higher fee. It is also worth mentioning that BPS Mahila Polytechnic is already facing shortage of regular faculty in terms of staff ratio prescribed by AICTE which is mandatory for the annual affiliation. Some of these teachers who were appointed under SFS have become overage for applying in Government services and termination of their service at this stage may adversely affect their social life.

Now, the Hon'ble Education Minister vide Diary 653-A (EM) dated 06.10.2021 has informed that several representations from Gram Panchayat and other branches have been received that girl students are facing problems and have to visit far away distances for taking admission in these diploma courses. Hence, it is desired that the admissions for above courses during 2021-22 may be re-opened. The Hon'ble Education Minister has ordered that the needful be done IMMEDIATELY and the action taken in this regard be acknowledged to Education Minister on PRIORITY.

Therefore, taking a lenient view towards the affected teachers and future of girls students, it is requested that these six posts (01 Senior Lecturer and 05 lecturer) be converted into budgeted posts for appointees by reconsidering the your office order dated 09.01.2020, while complying with orders of the Education Minister, so that the courses can be offered during 2021-22 under grant-in-aid scheme.

Thanking you in anticipation.

Yours sincerely,

*M. Malik*  
28/10/21  
Registrar  
*mw*

## Minutes of the meeting

1. Nomenclature of post
2. Remuneration of exams duty.
3. Paid maternity leave.
4. Experience certificate.
5. Academic leave, duty leaver, Study leave
6. Regarding Summer and Winter vacations.
7. Teaching Assistants in KGSS

[illegible]

contractual basis/guest faculty as per norms of UGC/ No. F.25-1 /2018(PS/MISC. dated 28<sup>th</sup> January, 2019 respectively.

- 124 - 59 -

**Regarding Remuneration of Examination Duty:** The committee unanimously resolved that the Teaching Assistants may be given the remuneration for exam duty at par with the regular teaching faculty of BPSMV.

**Regarding Experience Certificate:** The committee further recommends that the Experience certificate may be issued to all Teaching Assistants without any break (winter and summer vacations) at the end of every academic session.

**Regarding Paid of maternity Leave:** The female Teaching Assistants of the university may be allowed the paid maternity leave in light of various Government of Haryana circulars as well as court orders.

**Regarding Duty Leave/Academic Leave/Study Leave:** The committee further recommends that the teaching assistant may be allowed duty leave upto seven days without any financial liability in an academic session only to participate in conferences, seminars and training workshops for their skill development as well as knowledge enhancement subject to the recommendation of the concerned HOD and arrangement of teaching workload of the concerned. They may also be granted study leave without pay for pursuing their Pre-PhD Course work subject to the recommendation of the concerned HOD and arrangement of teaching workload of the concerned teacher.


**Regarding summer and Winter Vacations:** As per the directions of the Hon'ble Punjab & Haryana High Court the Teaching Assistants working in the BPSMV have already been getting the salary of the both summer and winter vacations and they may also be allowed full vacations in line with regular faculty of BPSMV. They will have to report for duty as and when required during vacations.

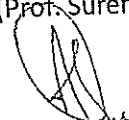
**Regarding Equal Pay Equal Work:** The matter of equal pay for equal work is not in the preview intervene of the committee.

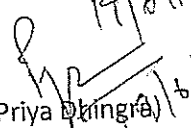
**Teaching Assistants in KGSS:** The committee recommends that the nomenclature of Teaching Assistants in Campus school and Kanya Gurukul Senior Secondary School may be changed to **guest faculty** in the light of letter memo no. 15/53-2018 CO (4) dated 12.09.2018 and they may be paid remuneration as per this letter.

The above recommendation be applicable to teaching Assistants working in UTD BPS, IHL, Law, Regional Centers, MSM Inst. of Ayurveda, DEPR and other institutes functioning under the ageies of BPSMV.

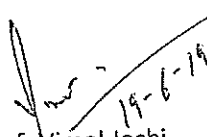
The Meeting ended with the vote of thanks to the chair

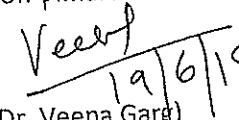
  
(Prof. Surender Mor)

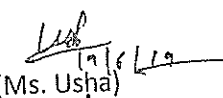
  
(Dr. Ashok Verma)

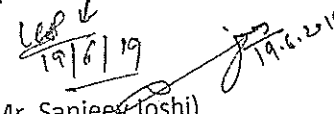
  
(Dr. Priya Dhangra)

  
(Mr. Harinder Pal)

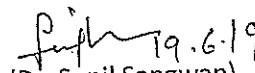
  
(Prof. Vimal Joshi)


  
(Dr. Veena Garg)

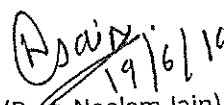
  
(Ms. Usha)

  
(Mr. Sanjeev Joshi)

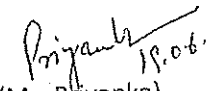
  
(Prof. Mahesh Dadhich)

  
(Dr. Sunil Sangwan)

  
(Dr. Sushma Joshi)

  
(Prof. Neelam Jain)

  
(Dr. Ravi Bhushan)

  
(Ms. Priyanka)



~~Ameyure~~

22/01/18

**Bhagat Phool Singh Mahila Vishwavidyalaya**  
**Khanpur Kalan (Sonapat), Haryana-131305**  
**(A state University established by an Act 31 to 2006)**

**OFFICER ORDER**

The Vice-Chancellor is pleased to approve in exercise of her powers under section 11 (6) of the University Act after taking into consideration the recommendations of the committee along with the circulars/ guidelines of Government of Haryana from time to time the following with immediate effect:-

1. That teaching assistants fulfilling minimum eligibility for the post of Assistant Professor as per the University Grants Commission regulations shall be redesignated as Assistant Professor (Temporary).
2. That the redesignated Assistant Professor (Temporary) having full workload at par with regular Assistant Professor for the full academic session shall be paid remuneration equal to the initial basic pay of a regular Assistant Professor under 7<sup>th</sup> Pay Commission i.e. Rs. 57,700/- p.m. till the regular appointments or existence of their workload or their satisfactory work and conduct.
3. That teaching assistants not fulfilling minimum eligibility for the post of Assistant Professor as per the UGC regulations but engaged due to non-availability of eligible candidates for a semester/ academic session having full workload shall be paid remuneration of Rs. 35,400/- p.m.
4. That the redesignated Assistant Professors (Temporary) shall be given remuneration for examination duty at par with the regular Assistant Professor.
5. That the redesignated Assistant Professors (Temporary) shall be entitled to duty leave for two weeks for presenting paper's in conferences/ seminars etc. and for attending faculty development programmes sponsored by the UGC/ICSSR/Government funding agencies without any financial liability.
6. That the redesignated Assistant Professors and teaching assistants shall be entitled for paid maternity leave as per the State Government rules for contractual/ temporary employees.
7. That the redesignated Assistant Professors (Temporary)/ teaching assistants shall be entitled for one casual leave per month or ten casual leaves annually.

- 701-A
8. That the redesignated Assistant Professors (Temporary) shall be entitled for summer and winter vacations with the mandate that they shall be present as and when required for official duty.

REGISTRAR

Endst. No. BPSMV/ET-II/19/ 3757-90

Dated: 19-9-2019

Copy of the above is forwarded to the following for information and necessary action, please:-

1. All HODs/ Chairpersons/ Principals/ Directors (Regional Centres), BPSMV, Khanpur Kalan.
2. Finance Officer, BPSMV, Khanpur Kalan.
3. Deputy Director (Audit), BPSMV, Khanpur Kalan.
4. P.A to Vice-Chancellor (for kind information of the Vice-Chancellor), BPSMV, Khanpur Kalan.
5. P.S. to Registrar (for kind information of the Registrar), BPSMV, Khanpur Kalan.

Superintendent I/O (ET)  
For Registrar

63rd meeting  
14.09.2019

15. To note the action taken by the Vice-Chancellor in anticipation of the approval of the Executive Council to extend the term of one year of Prof. Ipshita Bansal, Professor, Deptt. of Management Studies as Dean Academic Affairs, in addition to her own duties, in terms of statute 2 and 4 of BPSMV Act 2006.

Noted and approved.

Action:- Dy. Registrar (Establishment)

16. To consider the recommendations of the Screening-cum-Evaluation Committee for grant of AGP Rs. 7000/- under CAS in the pay scale of Rs. 15600-39100 w.e.f. the date of completion of their required years of five years and six years respectively of service for grant of stage-I to stage-II in the UGS guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21-07-2011. (Sh. Ashish Kumar & Dr. Arjun Kumar)

Considered and approved as per proviso of agenda item No. 8.

Action:- Dy. Registrar (Establishment)

17. To consider the recommendations of the Screening-Cum-evaluation-committee for grant of AGP Rs.7000/- to Rs.8000/- under CAS to Dr. Nufan, Assistant Professor in Home Science in BPSIHL in the pay scale of Rs.15600-39,100 +8000GP on successful completion of five years of service on 05.11.2017 in light of the UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV(3) dated 21.07.2011.

Considered and approved as per proviso of agenda item No. 8.

Action:- Dy. Registrar (Establishment)

18. To consider the recommendations of the Screening-Cum-evaluation-committee for grant of AGP Rs.6000/- to Rs.7000/- under CAS to Sh. Rajesh Kumar, Assistant Professor in Mathematics in BPSIHL in the pay scale of Rs.15600-39,100 +7000GP on successful completion of six years of service on 26.4.2017 in light of the UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV(3) dated 21.07.2011.

Considered and approved as per proviso of agenda item No. 8.

Action:- Dy. Registrar (Establishment)

26. To note the action taken by the Vice-Chancellor in exercising her powers conferred upon her under the provisions of the Act-11 sub-clause 6 of the University Act-2006 after taking into consideration the

recommendations of the committee along with the circulars/ guidelines received from Government of Haryana time to time.

Noted and approved, It was decided that all the personal files and other cases with respect to Assit. Professor (Temporary) may be dealt by the Establishment (Teaching) Branch.

Action:- Dy. Registrar (Establishment)

- ✓ 27. To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs. 6000/- to Rs. 7000/- under CAS in the pay scale of Rs. 15,600-39,100 on successful completion of four years service Stage-I to Stage-II in respect of Dr. Bhavna Sharma in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Considered and approved as per proviso of agenda item No. 8.

Action:- Dy. Registrar (Establishment)

- ✓ 28. To note the action taken by the Vice-Chancellor for approval of UGC regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2018 received through DGHE vide Memo No. 1/24-2019 Co. (1) dated 12.07.2019.

Noted and approved.

Action:- Dean Academic Affairs/ Dy. Registrar (Establishment)

29. To Note the action taken by the Vice-Chancellor in anticipation of approval of Executive Council in granting extension to Sh. Devender Singh Ex-Suptd for engagement after superannuation in MSM Institute of Ayurveda for six months w.e.f. 26.06.2019 to 25.12.2019.

Noted and approved.

Action:- Dy. Registrar (Establishment)

30. To consider and approve the Engagement of Sh Arjun Prasad, as Horticulture Consultant on contract basis on a consolidated salary of Rs. 4,000/- per visit + travelling allowance subject to a maximum of 5 visits in a months for a period of 10 months.

Considered and approved.

Action:- Dy. Registrar (Establishment)

31. To Consider and approve the engagement of Dr. Kumari Darshna Devi, Ex-Acharaya, Kanya Gurukul Sr Sec School, Kharai under Regional

quisition no.)

ET-1933  
31/12/19

Annexure-7

Annexure-7  
2/19

Dated: 2/12/19

To

The Registrar  
BPSMV Khanpur Kalan  
Sonipat

PE put up  
9330/12/19  
DR (ET) 01/12

Memo No. BSMV/Audit/19/776 dated 29/12/19

**Sub: Engagement of Teaching assistant on contractual basis.**

Many number of files are put up in audit for vetting of the salary of Teaching Assistants, who were appointed on contractual basis in the various deptt. of the University. Whereas the total no. of sanctioned posts and no. of vacant posts are not mentioned/shown in the files, moreover the work load is also not mentioned for their engagement. These files are also put-up in audit at later stage i.e. after two or three months of the appointment of the teaching assistant and the most of the files are marked as urgent or immediate. In the absence of the above said information the audit is not in the position to examine the file properly. This is not in order. It is therefore advised that on the basis of students strength and approved courses a consolidated requirement for sanction of post may be sent to the Govt. for the creation of the posts and the engagement of teaching assistant may be made against the sanctioned posts of teachers in accordance with the govt. letter Kw-7/18-2009 C-iv(3) dated:21/7/2011 and other instructions of the Govt. issued from time to time. The university will liable to any lapse and litigation in contravention of Govt. instruction.

→ Inform all HOD/Principals.

Deputy Director (Audit)  
BPSMV, Khanpur Kalan  
Sonipat

Endst. No. BPSMV/ET/20/84-114

Dated: 07/01/20

Copy of the above is forwarded to the All HODs, Principals, Director, Regional Centers, BPSMV, Khanpur Kalan for your information and further necessary action.

Superintendent (ET)  
For Registrar

A copy of the PUC may be forwarded to the GUT branch for further necessary action, pr  
AUG (G) DR (ENT) 13/11/20

13-01-2020

The Registrar  
BPSMV, Khanpur Kalan  
Sonapat

Ref. No. BPSMV/Audit/201/169

Dated:

Sub: Appointment and revised remuneration of Teaching Assistant

It is intimated that the cases of new appointments/ revised remuneration/payment of outstanding remuneration etc. of teaching faculty of various departments are being put up in audit without attending the objections properly. Therefore, the files are required to be put after following the instructions noted below:

1. All cases of revised remuneration of Teaching Assistants (Rs. 25000 to Rs. 57700) may be clubbed and prepared in a tabular form or otherwise by mentioning the department wise sanctioned posts, vacant posts, requirement, maximum number of teaching assistants can be appointed as per Govt. instructions/UGC norms from time to time. No. of teaching assistants already appointed, eligible or not eligible, procedure of their appointment adopted and also keeping in view the summery of Para 42 of the judgement given by the Hon'ble Supreme Court India in this regard.
2. Proper reply to the audit observations already raised in each case.
3. Terms & Conditions of their appointment and order related to their appointments/revised remuneration issued time to time.

You are requested to direct the concerned officers/officials to do the needful at the earliest so that these cases may be decided without further delay and also to avoid litigation being a matter of financial hardship to the concerned.

Deputy Director (Audit)  
BPSMV, Khanpur Kalan  
Sonapat

MINUTES OF THE MEETING HELD ON 29.06.2021 FOR PAYMENT OF  
REMUNERATION TO THE TEACHING ASSISTANTS/ASSISTANT PROFESSORS  
(TEMPORARY) IN BPSMV


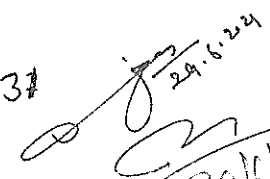
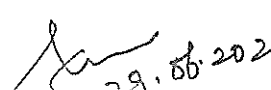
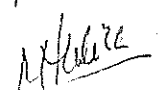
The Vice-Chancellor constituted a committee under the convener ship of Dean Academic Affairs of the followings to look into the issues of the Teaching Assistant/ Assistant Professor (Temporary):

1. Dean Academic Affairs
2. Registrar
3. Deputy Registrar (ET)
4. Nodal Officer (Legal)
5. Finance Officer

The committee had its two meetings on dated 4.6.2021 and 29.6.2021. All members were present.

- The establishment branch of the University intimated that the Teaching Assistant who has been re-designated as Assistant Professor (Temporary) were engaged on workload basis initially as per the Resolution No. 28 of Executive Council Meeting dated 17.06.2010 as guest faculty as per the guidelines of the UGC @ Rs. 300/- per hour subject to a maximum of Rs. 15000 (F/A).
- Thereafter, the Executive Council in its meeting dated 7/10/2010 vide Resolution No. 13 decided that Guest faculty be engaged as per workload/requirement basis and simultaneously it was also resolved that case shall be moved to the State Government through administrative department for sanction of post to enable the University to do regular employment. Further, it was resolved that Guest Lecturer may be re-designated as Teaching Assistant. (F/B)
- Thereafter, the Executive Council in its meeting dated 27.11.2012 vide resolution no. 10 resolved that a Teaching Assistant possessing requisite qualification (NET/JRF/M.Tech/Ph.D etc.) be paid Rs. 21,600/- per month and the candidate not in a position of above qualification shall be paid Rs. 18000/- per month with a condition that he/she should take minimum 50 lecture in a month during teaching days and during rest of the period he/she has to perform other duties on all working days as allotted by HOD. (F/C)
- Thereafter, the EC in its meeting held on dated 30.05.2014 vide resolution no. 3 approved revised remuneration pay on the pattern of State Govt. as conveyed vide Memo No. KW-4/27-2003 CI-(2) Part-II dated 04.03.2014 for Teaching Assistants/Guest Lecturers appointed to meet the teaching work load in the University and its constituent colleges/instituted as under:

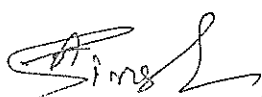
Considered and approved the following rates of remuneration for Teaching Assistants/Guest Lecturers, as per State Govt. Notification referred to above:-



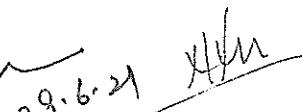
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1. Guest Lecturers for UG/PG and job oriented courses Rs. 26,000/-
2. For those guest lecturers who have been granted relaxation in University Grants Commission qualification vide memo no. 22/133-2007C-I(2) dated 26.09.2007 Rs.18,000/-
3. Extension Lecture @ Rs. 250/- per lecture

Further, the EC considered the comments of Mrs. Kusum Bansal, IRS, Nominee of FCPS, Finance Department received through fax and it was resolved that the matter be sent to the State Government for clarification as the rates have been recommended by the State Government itself. (F/D)

- Thereafter, the Executive Council in its meeting 20.02.2015 vide resolution No. 36 decided to amend the following existing rules (subject to the approval by the State Government) related to the Teaching Assistant/Guest Teachers. The Audit Requisition no. 14 dated 26.11.2014 wherein it was provided in the rules that appointment of Teaching Assistant shall be made by Adhoc Selection Committee comprising the Dean of the Faculty concerned. The amended rules are given as under:
- a. Guest Teachers may be appointed for uncovered workload to strengthen and supplement the teaching throughout the academic year.
  - b. The qualifications for Guest Teachers should be the same as those prescribed for the regular teachers of the University. However, in cases or case eligible candidates are not available; the Vice-Chancellor may allow relaxation in the minimum prescribed qualifications.
  - c. The appointment of Guest Teachers shall be made by an Adhoc Selection Committee comprising the Dean of the faculty concerned (Convener), Chairperson of the Department concerned and one outside expert to be nominated by the Vice-Chancellor and one senior teacher of the concerned department. The recommendations of the Adhoc Selection Committee shall be approved by the Vice-Chancellor.
  - d. Guest Teachers may be appointed initially for a period not exceeding one academic session which could be renewed on performance basis after each session duly recommended by Chairperson/Principal/Director.
  - e. Guest Teachers may not be treated like regular members of the faculty for the purpose of voting rights or for becoming the members of the Boards of Studies etc.
  - f. Persons more than 65 years of age should not be appointed as Guest Teachers.
  - g. The rates of fixed honorarium payable to Guest Faculty in the University/Institute/Colleges shall be paid Rs. 27,000/- per month subject to a minimum workload of 50 lectures and other departmental duties and those who are not qualifies shall be paid Rs. 18,000/- per month for 50 lectures.
  - h. Guest Teachers may not be given the benefit of allowances, provident fund, pension, gratuity etc. normally admissible to regular teachers in an institution.

  
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They may however, be given the leave benefits as those given to the teachers appointed on adhoc/temporary basis.

- i. For additional teaching workload assigned to existing teachers in the University, they may be paid an honorarium of Rs. 7500/- per paper per month.

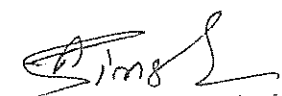
NOTE:

- I) The honorarium for practicing lawyers to provide clinical training to LLB students shall be fixed @ Rs. 1000/- per lecture subject to a maximum of Rs. 20,000/- per month.
- II) In the case of full time teachers engaged for teaching under the UGC scheme of restructuring of courses, they shall be paid honorarium as per UGC rules.
- III) The Chairperson/Principal/Director will issue the experience certificate to the Guest Faculty.
- IV) The Guest faculty shall be allowed 10 days casual leave during an academic session
- V) The guest faculty shall be paid honorarium during throughout academic session excluding summer vacations. (F/E)

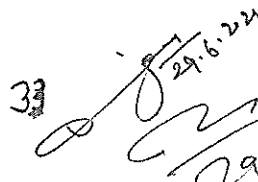
➤ Thereafter, the Executive Council in its meeting dated 30.12.2016 vide resolution no. 35 resolved that the eligible Teaching Assistants be paid the remuneration @ 1000 per lecture subject to a maximum of Rs. 25,000/- per month from the date of their joining in the current academic session. Further, resolved that due to non-availability of eligible candidates, the Teaching Assistants, who do not fulfil the required qualifications as per UGC/AICTE/State Govt. norms, only be paid remuneration @ Rs. 18,000/- per month (as already approved by the Executive Council in its meeting held on 27/11/2012 and they will continue till the end of the current academic session i.e. 2016-17 or till they are replaced by eligible Teaching Assistants, whichever is earlier. (F/F)

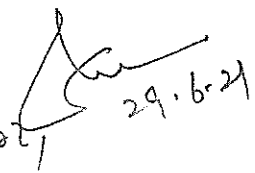
➤ Finally, the Executive Council in its 63<sup>rd</sup> meeting date 16.09.2019 vide resolution no. 26 approved the following demands of the Teaching Assistants of the University:


1. That Teaching Assistants fulfilling minimum eligibility for the post of Assistant Professor as per the University Grants Commission regulations shall be re-designated as Assistant Professor (Temporary).
2. That the re-designated Assistant Professor (Temporary) having full workload at par with regular Assistant Professor for the full academic session shall be paid remuneration equal to the initial basic pay of a regular Assistant Professor under 7<sup>th</sup> Pay Commission i.e. Rs. 57,700/- p.m. till the regular appointments or existence of their workload or their satisfactory work and conduct.

  
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3. That Teaching Assistants not fulfilling minimum eligibility for the post of Assistant Professor as per the UGC regulations but engaged due to non-availability of eligible candidates for a semester/academic session having full workload shall be paid remuneration of Rs. 35,400/- p.m.
4. That the re-designated Assistant Professors (Temporary) shall be given remuneration for examination duty at par with the regular Assistant Professor.
5. That the re-designated Assistant Professors (Temporary) shall be entitled to duty leave for two weeks for presenting paper's in conferences/seminars etc. and for attending faculty development programmes sponsored by the UGC/ICSSR/Government funding agencies without any financial liability.
6. That the re-designated Assistant Professors and Teaching Assistants shall be entitled for one casual leave per month or ten casual leaves annually.
7. That the re-designated Assistant Professors (Temporary) shall be entitled for summer and winter vacations with the mandate that they shall be present as and when required for official duty.

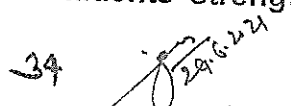
Further, it was decided that all the personal files and other cases with respect to Assistant Professor (Temporary) may be dealt by the Establishment (Teaching) Branch. (F/G)

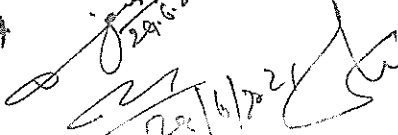
- The establishment branch informed the committee that 142 Teaching Assistants have been engaged from time to time in accordance to the above resolution of Executive Council before September 2019. The establishment branch process the case for payment of remuneration of Rs. 57,700 per month to Teaching Assistants as per office order dated 19.09.2019. But the audit branch issued requisition No. 18(BPSMV/Audit/19/776, dated 29.12.2019), which is reproduced as under:-

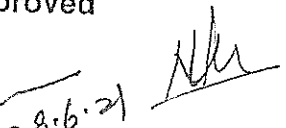
"Many numbers of files are put up in audit for vetting of the salary of Teaching Assistants, who were appointed on contractual basis in the various deptt. of the University. Whereas the total no. of sanctioned posts and no. of vacant posts are not mentioned/ shown in the files, moreover the work load is also not mentioned for their engagement. These files are also put-up in audit at later stage i.e. after two or three months of the appointment of the teaching assistant and the most of the files are marked as urgent or immediate. In the absence of the above said information the audit is not in the position to examine the file properly. This is not in order. It is therefore advised that on the basis of students strength and approved

  
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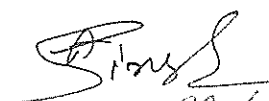
courses a consolidated requirement for sanction of post may be sent to the Govt. for the creation of the posts and the engagement of teaching assistant may be made against the sanctioned posts of teachers in accordance with the govt. letter KW-7/18-2009 C-IV (3) dated 21/07/2011 and other instructions of the Govt. issued from time to time. The university will liable to any lapse and litigation in contravention of Govt. instructions.”(F/H)

- Further, a letter has been issued by the audit branch vide no. BPSMV/Audit/20/69, dated 18.08.2020 intimated that the cases of new appointments/revised remuneration/payment of outstanding remuneration etc of Teaching faculty of various departments be put up after the following instructions, which is reproduced as under:-

“all the cases of revised remuneration of Teaching Assistants (Rs. 25,000/- to Rs. 57,000/-) may be clubbed and prepared in a tabular form or otherwise by mentioning the department wise sanctioned posts, vacant posts, requirement, maximum number of teaching assistants can be appointed as per Govt. instructions/UGC norms from time to time. Number of Teaching Assistant already appointed, eligible or not eligible, procedure of their appointment adopted and also keeping in view the summery of Para 42 of the judgement given by the Hon’ble Supreme Court of India in this regard.” (F/I)

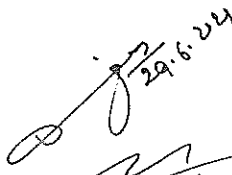
- The UGC circulated the following revised guidelines of the rates of honorarium of Guest Faculty vide letter no. F.25-1/2018 (PS/MISC.) dated 28<sup>th</sup> January, 2019 which is addressed to the Registrar of all University: (F/J)

1. The honorarium for Guest Faculty be enhance to Rs. 1500/- per lecture subject to a maximum of Rs. 50,000/- per month.
2. The Guest Faculty be appointed only against sanction post. However, for the University where the sanction post are not adequate as per the teaching work load, the number of Guest Faculty to be appointed can be up to 20% over and above the sanctioned post.
3. The qualification of Guest Faculty shall be the same as those prescribed for the regular Assistant Professors of the Universities/ Colleges in UGC Regulations.

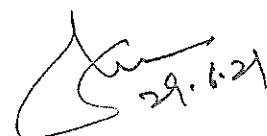
  
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4. The selection procedure for the appointing Guest Faculty shall be the same as those of regularly appointed Assistant Professors. However, the composition of the Selection Committee shall be as follows:

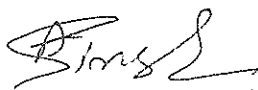
- i. The Vice-chancellor or his/her nominee shall be the Chairperson of the Selection Committee
- ii. One expert in the concerned subject nominated by the Vice-chancellor.
- iii. Dean of the concerned Faculty; wherever application
- iv. Head/ Chairperson of the Department/ School
- v. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice-chancellor or Acting Vice-chancellor, if any or the candidates representing these categories is the applicant and if any of the above members of the Selection Committee does not belong to that category.

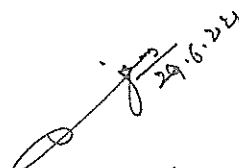

At least four members, including one outside subject expert shall constitute the quorum.


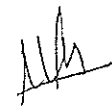
5. Guest Faculty will not be treated like regular teachers for the purpose of voting rights or for becoming the members of the various statutory bodies of the university
6. The superannuated teachers may also be considered for the engagement as Guest Faculty subject to a maximum age limit of 70 years.
7. The Guest Faculty will not be given the benefit of allowances, pension, gratuity and leave etc. as admissible to the regular teachers. (F/O)

In view of the above rules position and facts, the committee is of the following considered opinion.

1. That the Establishment branch (Teaching) will put up a proposal to Hon'ble Vice-Chancellor intimating number of post sanctioned for each Department along with subject/discipline for which that post has been sanctioned and allocated to a specific category as per the reservation policy of the Govt. of Haryana. The sanctioned posts for a specific subject allocated to a specific category may be allocated to an Assistant Professor (Temporary) (earlier Teaching Assistants) who has been engaged for that particular subject and belong to that category for which the sanction post has been allocated on the basis of seniority. Further, the committee is of the opinion that the above proposal for allocation may be put up before the Executive Council for consideration and approval.

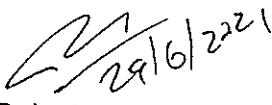
  
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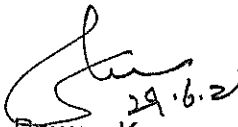
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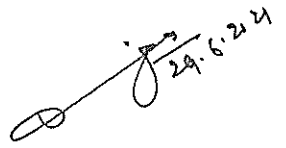
  
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2. Further, the committee is of the considered opinion that in rest of the cases for such Teaching Assistants whose workload exist from last three years in the Department of his/her engagement may be sent to the State Government for sanctioned of these posts after approval of Executive Council.
3. Further, the Committee is of the considered opinion that taking into consideration that principle for equal pay for equal work; the consent of the Finance Department through Directorate of Higher Education (DHE) may be obtained for payment of remuneration of Rs. 57,700/- per month to such Assistant Professors (Temporary) (earlier Teaching Assistants) who continue the work on workload basis against unsanctioned post for payment of remuneration of Rs. 57,700/- per month.
4. The Executive Council of the University may also take in to consideration the UGC letter no. F.25-1/2018 (PS/MISC.) dated 28<sup>th</sup> January, 2019 and resolution No. 36 of the Executive Council dated 20.02.2015 and Finance Department, Government of Haryana vide Memo No. 3980/2FDII/2015, dated 19<sup>th</sup> February 2015(~~2014~~) at the time of taking final decision in the matter. (F/K)


Meeting ended with a vote of thanks to the chair.

  
Sh. Rajesh Kumar  
(Member)

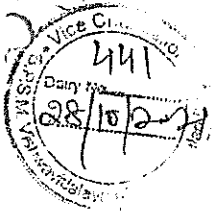
  
Dr. Pawan Kumar  
(Member)

  
Sh. Sanjeev Joshi  
(Member)

  
Dr. Neelam Malik  
(Member)

  
Prof. Ajit Singh  
(Convener)

DRET-1291  
11/11/21 Annexure-9  
DAA 12/11/21 S13  
11/11/21



MOST URGENT

COMMITTEE ON PETITIONS OF HARYANA VIDHAN SABHA MATTER.

From

Principal Secretary to Govt., Haryana,  
Higher Education Department,  
Chandigarh.

To

✓ The Vice Chancellor,  
Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan,  
District Sonapat.

Memo No. 18/155-2019 UNP(1) (15120)

Dated, Panchkula, the 22/11/2021

Subject:-

Representation of Teaching Assistant Contractual Association BPSMV  
regarding enhancement of remuneration from Rs. 27,000/- per month to Rs.  
57,700/- per month.

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Kindly refer to the subject cited above.

I have been directed to forward herewith a representation dated 20.01.2021 of Assistant Professors (Contractual) of Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan addressed to Hon'ble Chairperson, Committee on Petitions of Haryana Vidhan Sabha, Chandigarh alongwith the notice bearing No. HVS/Petition/580/2018-19/12473, dated 21.06.2021 of Haryana Vidhan Sabha Secretariat with a request to furnish comments/reply thereof to this office immediately, so that office may be able to apprise further to Secretary Vidhan Sabha, Chandigarh.

Further a representation No. APT/2021/09/, dated 14.09.2021 of Teaching Assistant Contractual Association BPSMV is also forwarded herewith with the advice that if such benefit is granted to contractual staff of the University, then it may be considered by the University at its own level. Further, it needs to be ensured that they are taking complete workload as per norms. Earlier the pay of such staff was decided by the Executive Council at their own level and not by the Government. The necessary action in the matter may be taken by the University at its own as per norms, out of the lump sum grant provided by the Government or from their own internal resources and action taken report may also be supplied to this office immediately.

Kindly treated as Most Urgent.

Encl: Two Representations  
Being sent through Email.

Deputy Director UNP.  
for Principal Secretary to Govt., Haryana,  
Higher Education Department, Chandigarh.

Enclst. No. 18/155-2019 UNP(1), dated, Panchkula, the 22/11/2021

A copy is forwarded to Secretary, Haryana Vidhan Sabha Secretariat, Chandigarh w.r. to their letter No. HVS/Petition/580/2018-19/12473, dated 21.06.2021 for information and necessary action.

Deputy Director UNP.

for Principal Secretary to Govt., Haryana,  
Higher Education Department, Chandigarh.