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# Annexures

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*Annexure - 1*

MINUTES OF THE 76<sup>th</sup> MEETING OF THE EXECUTIVE COUNCIL HELD ON 01/09/2023 AT 11.00 A.M. THROUGH BLENDED (PHYSICAL AND ONLINE) MODE IN THE CONFERENCE HALL, ADMINISTRATIVE BLOCK, BHAGAT PHOOL SINGH MAHILA VISHWAVIDYALAYA, KHANPUR KALAN.

The following were present:-

	Designation	Attended
1. Prof. Sudesh, Vice-Chancellor	Chairperson	
2. Sh. Bhupinder Singh, HCS, Deputy Secretary Nominee of Finance Department,	Ex-officio-member	Online
3. Dr. Anju Manocha, Joint Director O/o DGHE Panchkula, Nominee of ACS Higher Education	-do-	Online
4. Sh. Ranbir Sangwan, Joint Director, Nominee of Technical Education Department	-do-	
5. Prof. Ipshita Bansal, Dean, Faculty of Commerce & Management	-do-	
6. Prof. Vijay Nehra Dean, Faculty of Engineering & Technology	-do-	
7. Dr. Suman Dalal, Dean, Faculty of Physical Education Dean Faculty of Education	-do-	
8. Prof. Ashok Verma Dean, Faculty of Arts & Languages	-do-	
9. Dr. Neelam Jain, Dean, Faculty of Pharmaceutical Sciences	-do-	
10. Prof. Ravi Bhushan, Dean, Faculty of Social Sciences	-do-	
11. Dr. Sunil Kumar Dean Faculty of Sciences	-do-	
12. Dr. Veena, Principal, BPS Institute of Higher Learning,	-do-	
13. Prof. (Dr.) Sunita Srivastava, Professor, Department of Physics, Central University of Haryana, Mahendargarh	Chancellor's Nominee	Online
14. Dr. Manjula Chaudhary, Retired Professor Kurukshetra University, Kurukshetra	-do-	Online
15. Dr. Monika Malik, Associate Professor, Head, Department of Laws, Central University of Haryana, Mahendergarh.	-do-	Offline
16. Dr. Sangeeta Sapra, Principal, Tau Devi Lal Govt. College for Women, Murthal, Sonapat	Other Member	Online
17. Dr. Manju Sharma, Assistant Professor, GCW, Madlauda	-do-	
18. Prof. Shweta Singh Dean of Colleges,	-do-	
19. Ms. Manju, Assistant, BPSMV, Khanpur Kalan	-do-	
20. Prof. Sanket Vij, Dean Academic Affairs	Special invitee	
21. Dr. Sandeep Dahiya, Controller of Exams	-do-	
22. Dr. Neelam Malik, Registrar	Secretary	

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At the outset, the Vice-Chancellor welcomed all the members, to the 76<sup>th</sup> meeting of the Executive Council.

After the exchange of pleasantries, the formal agenda items with the permission of the Chairperson were taken up by the Secretary, Executive Council.

- 1 Confirmation of the Minutes of 75<sup>th</sup> meeting of Executive Council held on 16/06/2023.

Resolved that the minutes of 75<sup>th</sup> meeting of Executive Council held on 16/06/2023 be confirmed.

- 2 Follow up Action Report.

Resolved that the action taken report of 75<sup>th</sup> meeting of Executive Council held on 16/06/2023 be noted.

3. To ratify the action taken by the Vice Chancellor regarding grant of extension in contractual engagement of Dr. Kumari Darshana Devi, Assistant for another one year upto 07.07.2024 on the terms and conditions already approved.

Resolved that the action taken by the Vice Chancellor be noted.

(Action By E.NT Branch)

4. To ratify the action taken by the Vice-Chancellor in implementation of the revised guidelines for assessment of Academic/Research Score for promotion of Assistant Professor, Associate Professor and Professors in Government and Govt. Aided Private colleges under CAS received from the Director, Higher Education Haryana vide Memo No. KW7/79-2017 C-IV (3) dated 05/12/2022 (Annexure-3, page-14-21) and revised guidelines for promotion under Career Advancement Scheme (CAS) received vide Memo No. 2/1-2023 C-4(3) dated 03/07/2023. (Annexure-4, page 22-23).

Resolved that the action taken by the Vice Chancellor be noted.

(Action By E.T Branch)

5. To consider and approve the recommendations of the Committee dated 16.08.2023 constituted by the Vice-Chancellor to suggest and recommend the ordinance of the Establishment Committee of the University.

Resolved that the proposed ordinance of the Establishment Committee be approved. Further resolved that the Vice Chancellor be authorised to nominate two members of Executive Council on the Establishment Committee.

(Action By E.NT Branch)

6. To consider & approve for grant of extension in contractual engagement to Sh. Arun Kumar Gupta (Retd.) HOD D-Pharmacy as HOD D-Pharmacy (BPSM Polytechnic) after superannuation upto 31.03.2024 for fulfilment the PCI norms.

Resolved that the above proposal be approved on the previous terms and conditions already approved by the Executive Council.

(Action By E.T Branch)

7. To reconsider the decision of Executive Council taken vide resolution no 9-11 regarding confirmation of services and subsequent benefits to academic staff and non teaching staff of UGC- Academic Staff College (now renamed as Human Resource Development Centre) in view of the advice rendered by the Nodal Officer legal cell.

The item was discussed in detail and it was resolved that a committee of the following be constituted to give its specific recommendations on the issue so that the long pending issue may be resolved.

- Prof. Ipshita Bansal, Convener  
Dean faculty of Commerce and Management
- Prof. Vandna Poonia, GJU, Hisar Member
- Dr. Manjula Chaudhary, Retired Professor, KUK Member
- Superintendent ET Presenting Officer

(Action By E.T & E.NT Branch)

8. To consider the case for extension in deputation period w.e.f. 02.09.2023 to 01.09.2024 in respect of Sh. Yudhvir Singh, Assistant presently working on deputation at Maharshi Dayanand University, Rohtak.

Resolved that the above proposal be approved as a special case on medical grounds.

(Action By E.NT Branch)

9. To consider & approve the proposal for engaging the manpower through Haryana Kaushal Rozgar Nigam Limited for the newly constructed Campus of Swami Rattan Dev Regional Centre, Kharal.

Resolved that the above proposal be approved. Further resolved that the requirement of non-teaching staff along with a Staff Nurse be sent to the State Government for approval of the engagement of manpower through HKRN portal.

(Action By E.NT Branch)

10. To consider and approve the proposal for making amendment in the Statute 8 & 24 of the University Act, as per latest guidelines received from Director, Higher Education Haryana, Panchkula vide memo No. 7/79-2017 C-IV (3) dated 11.11.2022 regarding the minimum qualification for appointment of teachers and other Academic staff including Librarians and Directors of Physical Education and Sports in Universities which is reproduced below:-

Statute	Existing Provision	Proposed Amendment
8.	The Librarian shall be whole-time salaried officer of the University and shall be appointed by the Executive Council on the recommendations of the Establishment Committee on such terms and conditions as may be prescribed by the Executive Council.	The Librarian shall be whole-time salaried officer of the University and shall be appointed by the Executive Council on the recommendations of the Selection Committee on such terms and conditions as may be prescribed by the Executive Council.

<p>24.(1)</p>	<p>A selection Committee for any appointment of Professor/Associate Professor/Assistant Professor specified below shall consist of-</p> <p>(i) The Vice-Chancellor;</p> <p>(ii) The Dean of the Faculty;</p> <p>(iii) The Chairperson of the Department concerned, if she is a Professor;</p> <p>(iv) The senior-most Professor in the Department except where otherwise decided by the Vice-Chancellor;</p> <p>(v) Three persons not connected with the University, nominated by the Vice-Chancellor from a panel of names drawn up by the Academic Council on the basis of their special knowledge of, or interest in the subject with which the person is concerned;</p> <p>(vi) **A nominee of the Chancellor</p>	<p>Selection Committee composition.</p> <p>(a) The Selection Committee for the post of Assistant Professor/Associate Professor in the University shall consist of the following persons:</p> <ol style="list-style-type: none"> <li>1) The Vice-Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.</li> <li>2) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.</li> <li>3) Three experts in the subject concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.</li> <li>4) Dean of the Faculty concerned, wherever applicable.</li> <li>5) Head/Chairperson of the Department/School concerned.</li> <li>6) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice-Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.</li> </ol> <p>(b) Four members, including two outside subject experts, shall constitute the quorum.</p> <p>Selection Committee composition.</p> <p>(a). Professor/Senior Professor in the University shall consist of the following persons:</p> <ol style="list-style-type: none"> <li>1. Vice-Chancellor who shall be the Chairperson of the Committee.</li> <li>2. An academician not below the rank of Professor/ Senior Professor to be nominated by the Visitor/Chancellor, wherever applicable.</li> <li>3. Three experts in the subject/field concerned to be nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.</li> <li>4. Dean of the Faculty, wherever applicable.</li> <li>5. Head/Chairperson of the Department/School.</li> <li>6. An academician belonging to the SC/ST/OBC/Minority/Women/Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.</li> </ol> <p>(b). At least four members, including two</p>
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		<p>outside subject experts, shall constitute the quorum.</p> <p>III. Selection Committee for the posts of Director, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians, Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.</p>
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Resolved that the above proposal be approved and the matter be referred to the Chancellor for obtaining his assent in view of Section 23 (4) of BPSMV Act.

(Action By Acad Branch)

11. To consider the case of extension in contractual engagement of Sh. Mahender Singh, Deputy Registrar (Retd.) for a period of one year w.e.f. 06.09.2023 to 05.09.2024 on previous terms and conditions.

Resolved that the above proposal be approved on the previous terms and conditions already approved by the Executive Council.

(Action By E.NT Branch)

12. To ratify the action taken by the Vice-Chancellor in implementation of revised minimum qualifications for appointment of teachers and other academic staff including Librarians and Directors of Physical Education and Sports in Universities and Colleges and measures for the maintenance of standards in Higher Education, 2022 based on University Grants Commission Regulations, 2018 (Annexure-20, pages-64).

Resolved that the action taken by the Vice Chancellor be noted. Further resolved that the advertisement of teaching posts vide advertisement no. 1/2023 to 69/2023 be withdrawn except the post of Librarian and Assistant Professors in Ayurveda in light of the above said revised notification. Further resolved that the teaching posts be advertised again in view of the revised guidelines.

(Action By E.T Branch)

13. To ratify the action taken by the Vice Chancellor in anticipation of approval of Executive Council for granting extension in contractual engagement in respect of Sh. Vinay Kumar, Jr. Consultant for a period of six months beyond 22.08.2023.

Resolved that the action taken by the Vice Chancellor be noted on the terms & conditions already approved by the Executive Council.

(Action By E.NT Branch)

14. To consider the case of following outsource employee for providing compassionate financial assistance to the tune of Rs. 03.00 lakhs to their family in light of the letter No-43/5/2001-3GSII dated 27/11/2014 & further amendment vide letter No-43/5/2001-1GSII dated 28<sup>th</sup> July, 2016 issued by the Chief Secretary to Govt. Haryana.

Resolved that the above proposal be approved. Further resolved that the Vice-Chancellor be authorised to approve such cases in light of the guidelines/rules issued by the State Government from time to time.

(Action By E.NT Branch)

15. To ratify the action taken by the Vice-Chancellor regarding extension in engagement as Adjunct Faculty in the Department of Geography for one year beyond 21.08.2023 in respect of Prof. M.S. Jaglan on the terms and conditions already approved.

Resolved that the action taken by the Vice Chancellor be noted on the terms & conditions already approved.

(Action By E.T Branch)

16. To consider and approve the recommendations made by the Committee constituted to clarify difference between the Charity Fund and Students' Aid Fund held on 25.07.2023 at 11.00 A.M. under the Convenership of the Dean Students' Welfare.

Resolved that the recommendations of the committee be approved.

(Action By DSW)

17. To consider & approve the recommendations kept in sealed envelope of the Selection Committee held on 22.08.2023 for grant of promotion to the following teachers of University/ Constituent colleges/ Institutes under CAS as Associate Professor (Stage-III to Stage-IV) under CAS in the pay band-IV (Rs. 37,400-67,000 + GP Rs. 9,000/-) on successful completion of three years of service as Assistant Professor in AGP of Rs. 8,000/- in light of UGC guidelines received from State Government vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

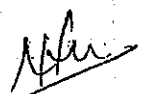
Resolved that the recommendations of the Selection Committee as under be approved.

Sr. No.	Name of the Teacher	Name of Department	Stage	Promoted w.e.f
1.	Dr. Anshu Bhardwaj, Assistant Professor	Management Studies	Stage-III to IV	01.07.2022
2.	Dr. Parvinder Kaur, Assistant Professor	BPSIHL	Stage-III to IV	06.11.2022

Further resolved that the recommendations made by the Selection Committee in r/o Ms. Neetika, Assistant Professor, IHL that "On the basis of the performance of the candidate in the interview, the Selection Committee unanimously recommends that the case of Ms. Neetika, Assistant Prof. of English, BPSIHL for promotion from Stage-III to Stage-IV under CAS may be kept in abeyance. She may be allowed to reappear before the Selection Committee after a period of one year from the date of meeting of the Selection Committee i.e. 22.08.2023" be approved.

(Action By E.T Branch)

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18. To ratify the action taken by the Vice-Chancellor in anticipation of the approval of the Executive council regarding to waive off the outstanding penalty amount against the shop vendors of the University.

Resolved that the action taken by the Vice Chancellor be noted. Further resolved that the General Branch be asked to ensure that in future the rent be deposited by all the shopkeepers in time.

(Action By General Branch)

19. To consider & approve the recommendations of the Selection Committee held on 22.08.2023 for appointment of Assistant Professor in Rog Nidan evam Vikriti Vigyana against leave vacancy on a consolidated remuneration of Rs. 63720/- per month initially for a period of one year or till the existence of the leave vacancy.

Resolved that the recommendations of the Selection Committee be approved.

(Action By E.T Branch)

20. To consider and approve the recommendations of Advisory Committee of Centre for Society-University Interface & Research (CSUIR) regarding revision in the remuneration to the faculty members of CSUIR, equivalent to the Guest faculty/visiting faculty of BPSMV i.e. Rs. 1000/- per lecture.

Resolved that the above proposal be approved subject to the monthly ceiling of Rs. 10000/- to be paid to the individual. Further resolved that the minimum no. of students should be 10 in each diploma/certificate course being run by CSUIR.

(Action By Coordinator CSUIR & FO)

21. To ratify the action taken by the Vice-Chancellor in approving the proposal to make the payment of EPF amount and allied dues from August 2006 to September 2022 in respect of Cooks/Helper/Teaching Assistants of the university.

Resolved that the action taken by the Vice Chancellor be noted. Further resolved that in future the concerned branch officers shall be more vigilant and ensure the strict compliance of the EPF guidelines issued by the State Government from time to time.

(Action By Finance Officer)

22. To consider the case for grant of extension to Sh. Rajbir Singh after superannuation as Daftri on re-employment/contract basis for a period of six months from 03.09.2023 to 02.03.2024 on consolidated salary of Rs. 16900/- per month (initial pay of the post of Daftri).

Resolved that the above proposal be approved on the terms & conditions already approved by the Executive Council.

(Action By E.NT Branch)



23. To consider the case to release the pensionary benefits to the Grant-in-Aid employees of Kanya Gurukul Senior Secondary School, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan.

The House considered the item and after a detailed deliberations, it was resolved that the provisional pension of all the concerned employees be released forthwith from the grant-in-aid/corpus fund of the University and other terminal benefits viz. Gratuity & leave encashment etc. be kept on hold and seek clarification on priority from the Director, Higher Education, Haryana on the issue of employer share of CPF pending with the Directorate of Secondary/Elementary Education.

(Action By E.NT & F.O)

24. To Consider and approve the proposal for making provision to conduct special / Flexi Exam for those who already passed out with a special fee as prescribed for mercy chance. Resolved that the above proposal be approved. Further resolved that the word 'Passed Out' be treated as deleted.

(Action By Examinations Branch)

25. To consider and approve the recommendations of the Assessment and Condemnation Committee for condemnation of 06 Vehicles of the University.

Resolved that the recommendations of Assessment and Condemnation Committee be approved. Further resolved that the process for purchase of new vehicles in replacement of the condemned vehicle be initiated as per rules.


(Action By Incharge Transport & A.R.( P&S )

26. Under any other item with the permission of the Chair.

The Dean Academic Affairs raised the issue of uncovered workload of any course of any Department where the workload is not sufficient to engage a full time visiting faculty, he proposed that the regular faculty of the department concerned may be allowed to take such workload over and above their minimum teaching workload. After detailed deliberations, it was resolved that an honorarium of Rs. 1000/- per lecture with a ceiling of Rs. 10,000/- per month on the analogy of the faculty of CSUIR be paid to the concerned teachers who will take the extra workload.

(Action By E.T Branch)

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

  
5/9/23  
Vice-Chancellor

  
5/9/23  
Registrar

## Annexure-2

### Report of follow-up action on the decisions taken by the Executive Council in its 76<sup>th</sup> meeting held on 01/09/2023.

Agenda No.	Agenda Item	Action Taken report
1	Confirmation of the Minutes of 75 <sup>th</sup> meeting of Executive Council held on 16/06/2023.	Noted
2	Follow up Action Report.	Noted
3	To ratify the action taken by the Vice Chancellor regarding grant of extension in contractual engagement of Dr. Kumari Darshana Devi, Assistant for another one year upto 07.07.2024 on the terms and conditions already approved.	Extension letter has already been issued vide no. BPSMV/EN-I/23/1466 dated 24.07.2023.
4	To ratify the action taken by the Vice-Chancellor in implementation of the revised guidelines for assessment of Academic/Research Score for promotion of Assistant Professor, Associate Professor and Professors in Government and Govt. Aided Private colleges under CAS received from the Director Higher Education Haryana vide Memo No. KW7/79-2017 C-IV (3) dated 05/12/2022 (Annexure-3, page-14-21) and revised guidelines for promotion under Career Advancement Scheme (CAS) received vide Memo No. 2/1-2023 C-4(3) dated 03/07/2023.	Implemented in the University and circulated to all concerned for information.
5	To consider and approve the recommendations of the Committee dated 16.08.2023 constituted by the Vice-Chancellor to suggest and recommend the ordinance of the Establishment Committee of the University.	Office order has been issued vide no. BPSMV/EN/I/23/2119-25 dated 25.09.2023.
6	To consider & approve for grant of extension in contractual engagement to Sh. Arun Kumar Gupta (Retd.) HOD D-Pharmacy as HOD D-Pharmacy (BPSM Polytechnic) after superannuation upto 31.03.2024 for fulfilment the PCI norms.	Extension letter issued vide Endst. No. BPESM/ET-IV/23/3989 dated 06/09/2023 for extension in contractual engagement to Sh. Arun Kumar Gupta.
7	To reconsider the decision of Executive Council taken vide resolution no 9-11 regarding confirmation of services and subsequent benefits to academic staff and non teaching staff of UGC-Academic Staff College (now renamed as Human Resource Development Centre) in view of the advice rendered by the Nodal Officer legal cell.	A committee has been constituted vide office order no. BPSMV/EN-I/23/540 dated 14.09.2023.
8	To consider the case for extension in deputation period w.e.f. 02.09.2023 to 01.09.2024 in respect of Sh. Yudhvir Singh, Assistant presently working on deputation at Maharshi Dayanand University, Rohtak.	Extension letter has been issued vide no. BPSMV/EN-III/23/1884 dated 04.09.2023.
9	To consider & approve the proposal for engaging the manpower through Haryana Kaushal Rozgar Nigam Limited for the newly constructed Campus of Swami Rattan Dev Regional Centre,	Letter has been sent to DGHE vide this office no. BPSMV/EN-II/23/2100 dated 22.09.2023.

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10	To consider and approve the proposal for making amendment in the Statute 8 & 24 of the University Act, as per latest guidelines received from Director, Higher Education Haryana, Panchkula vide memo No. 7/79-2017 C-IV (3) dated 11.11.2022 regarding the minimum qualification for appointment of teachers and other Academic staff including Librarians and Directors of Physical Education and Sports in Universities which is reproduced below:-	Letter seeking the assent of Hon'ble Governor Chancellor was been sent vide letter No. BPSMV/Acad//23/3963 dated 12/09/2023 and the assent has been granted vide Letter No. 8974 dated 10/10/2023.
11	To consider the case of extension in contractual engagement of Sh. Mahender Singh, Deputy Registrar (Retd.) for a period of one year w.e.f. 06.09.2023 to 05.09.2024 on previous terms and conditions.	Extension letter has been issued vide no. BPSMV/EN-I/23/1928 dated 08.09.2023.
12	To ratify the action taken by the Vice-Chancellor in implementation of revised minimum qualifications for appointment of teachers and other academic staff including Librarians and Directors of Physical Education and Sports in Universities and Colleges and measures for the maintenance of standards in Higher Education, 2022 based on University Grants Commission Regulations, 2018.	Advt. is withdrawn vide notice No. BPSMV/ET-II/23/4256 and 4257 dated 21/09/2023 on University website for the post of Librarian and Assistant Professor in Ayurveda.
13	To ratify the action taken by the Vice Chancellor in anticipation of approval of Executive Council for granting extension in contractual engagement in respect of Sh. Vinay Kumar, Jr. Consultant for a period of six months beyond 22.08.2023.	Extension letter has already been issued vide no. BPSMV/EN-I/23/1942 dated 12.09.2023.
14	To consider the case of following outsource employee for providing compassionate financial assistance to the tune of Rs. 03.00 lakhs to their family in light of the letter No-43/5/2001-3GSII dated 27/11/2014 & further amendment vide letter No-43/5/2001-1GSII dated 28 <sup>th</sup> July, 2016 issued by the Chief Secretary to Govt. Haryana.	The case for payment of financial assistance has been processed and the payment will be released shortly.
15	To ratify the action taken by the Vice-Chancellor regarding extension in engagement as Adjunct Faculty in the Department of Geography for one year beyond 21.08.2023 in respect of Prof. M.S. Jaglan on the terms and conditions already approved.	Extension letter issued vide Endst. No. BPSMV/ET-I/23/4072-4075 dated 08/09/2023 for extension in engagement of Prof. M.S. Jaglan as Adjunct Faculty in the Deptt. of Geography.
16	To consider and approve the recommendations made by the Committee constituted to clarify difference between the Charity Fund and Students' Aid Fund held on 25.07.2023 at 11.00 A.M. under the Convenership of the Dean Students' Welfare.	Applications from the needy/eligible students are invited for grant of financial assistance out of Students Aid Fund vide letter No. 1239-1265 dated 18/09/2023.
17	<b>To consider &amp; approve the recommendations kept in sealed envelope of the Selection Committee held on 22.08.2023 for grant of promotion to the following teachers of</b>	Office order issued vide Endst. No. BPSMV/ET-II/23/4008-4013 dated 06/09/2023 for grant of promotion of Dr.

	<p>University/ Constituent colleges/ Institutes under CAS as Associate Professor (Stage-III to Stage-IV) under CAS in the pay band-IV (Rs. 37,400-67,000 + GP Rs. 9,000/-) on successful completion of three years of service as Assistant Professor in AGP of Rs. 8,000/- in light of UGC guidelines received from State Government vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.</p>	<p>Anshu Bhardwaj and Dr. Parvinder Kaur from stage III to stage IV and a letter has been issued vide Ref. No. BPSMV/ET-II/23/4002-4004 dated 06/09/2023 to Dr. Neetika, Asst. Prof. of English in IHL to reappear before the selection committee after one year.</p> <p>The observations received from the Dean Academic Affairs regarding the promotion of Dr. Neetika, Asst. Prof. English in IHL has been placed at <b>(Annexure-2A, page-12a- 12 d).</b></p>
18	<p>To ratify the action taken by the Vice-Chancellor in anticipation of the approval of the Executive council regarding to waive off the outstanding penalty amount against the shop vendors of the University.</p>	<p>The concerned vendors have been informed vide his office letter No. BPSMV/Gen/23/5096, BPSMV/Gen/23/6002, BPSMV/Gen/23/6008, BPSMV/Gen/23/6014, BPSMV/Gen/23/6020, BPSMV/Gen/23/6026, BPSMV/Gen/23/6032, BPSMV/Gen/23/6039, BPSMV/Gen/23/6046, BPSMV/Gen/23/6053, BPSMV/Gen/23/6059, BPSMV/Gen/23/7005 dated 27/09/2023 with a direction to deposit the outstanding penalty amount accordingly. Further, the shopkeepers are depositing their monthly rent well in time and the record is being maintained by the branch accordingly.</p>
19	<p>To consider &amp; approve the recommendations of the Selection Committee held on 22.08.2023 for appointment of Assistant Professor in Rog Nidan evam Vikriti Vigyana against leave vacancy on a consolidated remuneration of Rs. 63720/- per month initially for a period of one year or till the existence of the leave vacancy.</p>	<p>Appointment letter issued to the selected candidates and she has joined duties.</p>
20	<p>To consider and approve the recommendations of Advisory Committee of Centre for Society-University Interface &amp; Research (CSUIR) regarding revision in the remuneration to the faculty members of CSUIR, equivalent to the Guest faculty/visiting faculty of BPSMV i.e. Rs.</p>	<p>The office order is issued vide Endst. No. BPSMV/Deptt/CSUIR/23/62-67 dated 15/09/2023.</p>

	1000/- per lecture.	
21	To ratify the action taken by the Vice-Chancellor in approving the proposal to make the payment of EPF amount and allied dues from August 2006 to September 2022 in respect of Cooks/Helper/Teaching Assistants of the university.	Previous payments has been deposited and the guidelines issued by the EPFO, Sonipat time to time are being followed.
22	To consider the case for grant of extension to Sh. Rajbir Singh after superannuation as Daftri on re-employment/contract basis for a period of six months from 03.09.2023 to 02.03.2024 on consolidated salary of Rs. 16900/- per month (initial pay of the post of Daftri).	Extension letter has been issued vide No. BPSMV/EN-I/23/1957-60 dated 13/09/2023.
23	To consider the case to release the pensionary benefits to the Grant-in-Aid employees of Kanya Gurukul Senior Secondary School, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan.	A letter has been sent to the State Govt. vide no. BPSMV/EN-III/23/2193 dated 03.10.2023. Further, the case for grant of provisional pension of the employees who have submitted their undertaking has been processed.
24	To Consider and approve the proposal for making provision to conduct special / Flexi Exam for those who already passed out with a special fee as prescribed for mercy chance.	The resolution is noted for future and word passed out be treated as those who have completed their course duration/tenure, but having re-appear.
25	To consider and approve the recommendations of the Assessment and Condemnation Committee for condemnation of 06 Vehicles of the University.	A letter has been sent to the Director Higher Education for seeking the approval of the State Govt. vide Letter No. BPSMV/TPT/23/521 dated 18/10/2023.
26.	Under any other item with the permission of the Chair.  The Dean Academic Affairs raised the issue of uncovered workload of any course of any Department where the workload is not sufficient to engage a full time visiting faculty, he proposed that the regular faculty of the department concerned may be allowed to take such workload over and above their minimum teaching workload. After detailed deliberations, it was resolved that an honorarium of Rs. 1000/- per lecture with a ceiling of Rs. 10,000/- per month on the analogy of the faculty of CSUIR be paid to the concerned teachers who will take the extra workload.	Notified vide BPSMV/ET-I/23/4856-4889 dated 02/11/2023.



9- Annexure - 2(A)

# B.P.S. MAHILA VISHWAVIDYALAYA

(A State University Recognized Under Sec. 2 (F) and 12 (B) of the UGC Act 1956)

KHANPUR KALAN (SONEPAT)

Date .....

**Sub:- Regarding 76<sup>th</sup> meeting of Executive Council, BPSMV, Khanpur Kalan.**

PUC placed below may kindly be perused vide which the Dean Academic Affairs has submitted the following observations through email:-

"with reference to the minutes of the 76<sup>th</sup> meeting of Executive Council circulated on 05/09/2023 (in attachment); it is submitted that the decisions passed by the apex body i.e. The Executive Council is always honourable for me. The undersigned had attended the 76<sup>th</sup> meeting of the Executive Council as a special invitee in the capacity of Dean Academic Affairs. Being the academic issue which also affect the academic career of the faculty member, I wish to give my observation on Executive Council Resolution No. 17 which is as under:-

"Further, resolved that the recommendations made by the selection Committee in R/o Ms. Neetika, Assistant Professor, IHL that "On the basis of the performance of the candidate in the interview, the Selection Committee unanimously recommends that the case of Ms. Neetika, Assistant Prof. of English, BPSIHL for promotion from Stage-III to Stage-IV under CAS may be kept in abeyance. She may be allowed to reappear before the Selection Committee after a period of one year from the date of meeting of the Selection Committee i.e. 22.08.2023" be approved.

In reference to the Memo No. KW-7/18-2009 C-IV(3); regarding adoption of various recommendations of the UGC; MHRD with regard to minimum qualifications for appointment of teachers and other academic staff in the Universities and Colleges and measures for the maintenance of the standards of Higher Education 2009, Clause Nos.

**Clause 9.4:-** Candidates who do not fulfil the minimum score requirement under the API Scoring System proposed in this notification as per Tables II(a and b) of Appendix IV or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.

**Clause 9.5.9:-** In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.

**Clause 9.5.10:-** (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

(b) If, however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the criteria.

(c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

In view of rule position explained above and also keeping in view of natural justice, the undersigned is of the opinion that the Hon'ble House may be requested again to reconsider the same i.e. she may be allowed to

P.T.O.

F.P.P.

reappear before the selection Committee after a period of one year from the date of her initial eligibility for the promotion so that the faculty member do not suffer.

Submitted for consideration please."

In view of above if agreed to the above observations may be submitted to the higher authority for kind consideration and further orders, as deemed appropriate, please.

'X'

Submitted, please.

*[Signature]*  
20/9/2023  
Asstt. (Acad.)

Asstt. Registrar (Acad.)

~~*[Signature]*~~

*[Signature]*  
20/9

*X above is submitted for approval for further order plz*

*[Signature]*  
22/9/23

Hon'ble V.C

*Discuss*  
*[Signature]*  
27/9/23

*[Signature]*

*Discussed with the Hon'ble V.C the other day.*

*See Next Page*



# B.P.S. MAHILA VISHWAVIDYALAYA

(A State University Recognized Under Section 2(F) & 12 (B) of the UGC Act 1956)

KHANPUR KALAN (SONEPAT)

- 11 -

Date.....

Discussed with the Hon'ble Vice-Chancellor.

In this regard, it is submitted that the case of grant for promotion under CAS as Associate Professor in r/o Mrs. Neetika, Assistant Professor was referred to the Selection Committee w.e.f. 05.11.2022 but the Selection Committee while considering her case made the following recommendations:-

"On the basis of the performance of the candidate in the Interview, the Selection Committee unanimously recommends that the case of Mrs. Neetika, Assistant Professor of English, BPSIHL for promotion from Stage-III to Stage-IV under CAS may be kept in abeyance. She may be allowed to reappear before the Selection Committee after a period of one year from the date of meeting of the Selection Committee i.e. 22.08.2023".

The Executive vide resolution No.17 dated 01.09.2023 approved the above recommendations of the Selection Committee. It is mentioned here that Mrs. Neetika, Assistant Professor has become eligible for promotion as Associate Professor w.e.f. 05.11.2022 and the rules for grant of promotion issued by the State Govt. dated 21.07.2011 are applicable in the present case. *in view of the revised guidelines dated 5.12.2022 at A.L.B.* According to the rules dated 21.07.2011 under clause 9.4 & 9.5:10(c) as referred at NP-9 she becomes eligible for re-assessment as Associate Professor w.e.f. 05.11.2023 i.e. after one year from the date of eligibility 05.11.2022.

Hence, her case is to be re-assessed for promotion w.e.f. 05.11.2023 i.e. after one year of previous eligibility. The Selection Committee in its meeting held on 22.08.2023 has made the recommendation in the light of the latest instructions of the State Govt. dated 21.11.2022 in which clause 6.3(VI) provides that if a "candidate who does not succeed in the first assessment he / she shall have to be re-assessed after one year. When such candidate succeeds in the eventual assessment his or her promotion shall be deemed to the one year from the date of rejection.

In view of the above, if agreed to, we may place this matter before the Executive Council for re-consideration as per rule dated 21.07.2011 referred in the office note. The matter shall be taken in the meeting while discussing the follow up action please.

~~Registrar~~

Above note is submitted for further order

*[Signature]*  
28/9/23  
DR (ET)

*[Signature]*

*[Signature]*  
3/10/23

ASST-II  
*[Signature]*  
3/10/23  
Support

*[Signature]*  
3/10/23

*[Signature]*

*[Signature]*  
4/10/23

*[Signature]*  
4/10/23

DR (ET)



7638/23

Reference orders of the Vice-Chancellor or  
propagated file may be forwarded to A.R. (Academic) Branch  
for further necessary action please.

37/100/977  
04/10/23

Supdt. (ET)

1977/23  
04/10/23

Had - 221  
04/10/23

DRET

Manjiv 4/10/23

AR (Academic)

Pb2  
4/10/23

Pi. place the file in Enshp

Op EC..  
05/10/23.

Supdt.

[Authorised English Translation]

**HARYANA GOVERNMENT**  
**TECHNICAL EDUCATION DEPARTMENT**

**Notification**

The 12th Noyember, 2019

**No. G.S.R. 50/Const./Art.309/2019.**— In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Haryana hereby makes the following rules regulating the recruitment and conditions of service of persons appointed to the Haryana Technical Education Department (Group A) Service, namely:-

**PART-I**  
**GENERAL**

1. (1) These rules may be called the Haryana Technical Education Department (Group A) Service Rules, 2019. Short title.
- (2) They shall come into force on the date of their publication in Official Gazette.
2. In these rules, unless the context otherwise requires:- Definitions.
  - (a) "Administrative Secretary" means Additional Chief Secretary/Principal Secretary to Government, Haryana, Technical Education Department, as the case may be.
  - (b) "Commission" means the Haryana Public Service Commission;
  - (c) "direct recruitment" means an appointment made otherwise than by promotion from within the service or by transfer of an officer already in the service of the Government of India or any State Government;
  - (d) "Government" means the Government of the State of Haryana in the Administrative Department;
  - (e) "institution" means,-
    - (i) any institution established by law in force in the State of Haryana; or
    - (ii) any other institution recognized by the Government for the purpose of these rules;
  - (f) "recognized university" means,-
    - (i) any University incorporated by law in India; or
    - (ii) any other University which is declared by the Government to be a recognized University for the purpose of these rules;
  - (g) "Service" means the Haryana Technical Education Department (Group A) Service.

**PART-II**  
**RECRUITMENT TO SERVICE**

3. The Service shall comprise the posts shown in Appendix A to these rules : Number and character of posts.  
 Provided that nothing in these rules shall affect the inherent right of the Government to make additions to or reduction in the number of such posts or to create new posts with different designations and scale of pay.
4. (1) No person shall be appointed to the service, unless he is :- Nationality, domicile and character of candidates appointed to the service.
  - (a) a citizen of India; or
  - (b) a subject of Nepal; or
  - (c) a subject of Bhutan.

Provided that a person belonging to any of the categories (b) or (c) shall be a person in whose favour a certificate of eligibility has been issued by the Government.
- (2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or any other recruiting authority, but the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government.

(3) No person shall be appointed to the Service by direct recruitment, unless he produces a certificate of character from the principal, academic officer of the University, college, school or institution last attended, if any and similar certificates from two other responsible persons, not being his relatives who are well acquainted with him in his private life and are unconnected with his university, college, school or institution.

Age.

5. No person shall be appointed to the Service by direct recruitment who is less than twenty one years or more than forty two years of age, on the last date of submission of application to the Commission.

Appointment authority.

6. Appointments to the posts in the Service shall be made by the Government.

Qualifications and experience.

7. No person shall be appointed to the Service, unless he is in possession of qualification and experience specified in column 3 of Appendix B to these rules in the case of direct recruitment and those specified in column 4 of the aforesaid Appendix in the case of recruitment other than by direct recruitment:

Provided that in case of direct recruitment, the qualification regarding experience shall be relaxable to the extent of 50% at the discretion of the commission or any other recruiting authority in case sufficient number of candidates belonging to Scheduled Castes, Backward Class, Ex-Serviceman and Physically Handicapped Candidates possessing the requisite experience are not available to fill up the vacancies reserved for them, after recording reason for so doing in writing.

Disqualifications.

8. No person, -

- (a) who has entered into or contracted a marriage with a person having a spouse living; or
- (b) who having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to any post in the Service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

Method of Recruitment.

9. (1) Recruitment to the Service shall be made.

(1) in the case of Director,—

- (i) by promotion from amongst the Additional Directors; or
- (ii) by transfer or deputation of an officer already in the service of any State Government or the Government of India.

(2) in the case of Additional Director,—

- (i) by promotion from amongst the Principals; or
- (ii) by transfer or deputation of an officer already in the service of any State Government or the Government of India.

(3) in the case of Principal,—

- (i) by promotion from amongst the Vice-Principal-cum-Training & Placement Officers/ Heads of Department; or
- (ii) by transfer or deputation of an officer already in the service of any State Government or the Government of India.

Note: Head of Department means an officer appointed by Government as Head of Department in relevant discipline of Government Polytechnics.

(4) in the case of Vice-Principal-cum-Training & Placement Officer,—

- (i) by promotion from amongst the Heads of Department; or
- (ii) by transfer or deputation of an officer already in the service of any State Government or the Government of India.

Note: Head of Department means an officer appointed by Government as Head of Department in relevant discipline of Government Polytechnics.

			<p>Fifteen years full time teaching experience after appointment on regular post of Lecturer in a recognized institution/ university or Government/ Government Aided Polytechnic affiliated to State Board of Technical Education, out of which at least three years as Principal of Government Polytechnic; and</p> <p>(iii) Hindi or Sanskrit as one of the subject in Matric or Higher Education.</p>
3.	Principal		<p><b>By promotion-</b> Five years combined experience as Vice-Principal-cum-Training and Placement Officers/ Heads of Department of Government Polytechnics.</p> <p><b>By transfer or deputation-</b></p> <p>(i) Bachelors and Masters of Engineering or Technology degree with First Class either in Bachelors or Masters degree from a recognized university/ institution;</p> <p style="text-align: center;">OR</p> <p>First class Master's degree in Pharmacy or Library Science or Commerce or Business Administration or Management or Fashion or Textile or Applied Sciences from a recognized university/institution;</p> <p>(ii) Holding analogous post with three years regular experience;</p> <p style="text-align: center;">OR</p> <p>Twelve years full time teaching experience after regular appointment on the post of Lecturer in a recognized institution/ university, out of which at least five years as vice Principal-cum-Training and Placement Officer/ Head of Department of Government Polytechnic; and</p> <p>(iii) Hindi or Sanskrit as one of the subject in Matric or Higher Education.</p>
4.	Vice-Principal cum Training and Placement Officer		<p><b>By promotion-</b> One year experience as Heads of Department of Government Polytechnics.</p> <p><b>By transfer or deputation-</b></p> <p>(i) Bachelors and Masters of Engineering or Technology degree with First Class, either in Bachelors or Masters degree from a recognized university/ institution;</p> <p style="text-align: center;">OR</p> <p>First class Master's degree in Pharmacy or Library Science or Commerce or Business Administration or Management or Fashion or Textile or Applied Sciences from a recognized university /institution;</p> <p>(ii) Holding analogous post with three years regular experience;</p>

-15

Annexure-4 (34)

~~Annexure-4~~



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

OfficeNo.1263283001.283002www.bpswomenuniversity.ac.in

Ref:- No BPSMV/ET-IV/23/ 883

Dated:- 13/03/2023

To,

The Director, Higher Education,  
Haryana Shiksha Sadhan, Sector-5  
Panchkula.

**Subject:- Clarification regarding the post of Vice-Principal-Cum-TPO in BPS Mahila Polytechnic a constituent institute of BPSMV Khanpur Kalan.**

Sir,

Kindly refer to your office Memo No.19/19/2023 UNP(STATE)-DHE UNP(2) dated 09.02.2023 on the subject cited above.

In this regard, it is to inform you that letter No.E-29(157)2023/79 Aided dated.14.02.2023 (Copy enclosed) has been received from Director Technical Education Department Haryana vide which it has been informed that the post of TPO has been re-designed as Vice-Principal-cum-TPO as per Service Rules-2019 of Haryana Technical Education Department(Group-'A').

Now, the matter regarding nomenclature of the post of TPO re-designated as Vice-Principal-Cum-TPO has been clarified by DTE, accordingly, the DHE Haryana may be requested to allow the University to incorporate the changed nomenclature at BPSM Polytechnic Khanpur Kalan.

Thanking you,

Enclosed: As above.

Deputy Registrar(ET)  
For Registrar

*etc*

*J 13.3.23*

-16-

Annexure-5

F-9652

DR ET-3430

27/10/2023

Reg/23/10/23

Registered

From

Director Higher Education,  
Haryana, Panchkula.

To

The Registrar,  
Bhagat Phool Singh Mahila Vishwavidyalaya,  
Khanpur Kalan (Sonipat).

DR (ET)

Memo No. 959711 UNP (2)  
Dated, Panchkula the: 18-10-2023

**Subject: Clarification regarding the post of Vice-Principal cum- TPO in BPS Mahila Polytechnic a constituent institute of BPSMV, Khanpur Kalan.**

Kindly refer to your office Letter no. BPSMV/ET-IV/23/883 dated 13.03.2023 on the subject cited above.

You are requested to take action as per Memo No.E-29 (157) 2023/79 Aided dated 14.02.2023 (copy attached) of Haryana Technical Education Department.

DA: As above.

*[Signature]*

Superintendent UNP  
for Director Higher Education  
Haryana, Panchkula

DR (ET)

*[Signature]*  
26/10/2023

*[Signature]*  
27/10/23

Supdt.

*[Signature]*  
29/10/23

Asstt. IV

Annexure-6.

~~Annexure-6~~

प्रेषक,

18/02/2023

महा-निदेशक,  
तकनीकी शिक्षा विभाग,  
हरियाणा, पंचकुला।

सेवा में,

कुलपति/रजिस्ट्रार  
भगत फूल सिंह महिला विश्वविद्यालय,  
खानपुर कला, सोनीपत (पिन कोड-131305)।

यादी क्रमांक: ई-29(157)2023/ 79  
दिनांक: 14/02/23

Clarification for the post of Vice Principal cum TPO in the Govt. Polytechnic  
under the control of Department of Technical Education, Haryana.

उपरोक्त विषय पर आपके यादी क्रमांक 2725 दिनांक 21.11.2022 के सन्दर्भ  
में।

इस सम्बन्ध में सूचित किया जाता है कि टी0पी0ओ0 के पद को हरियाणा  
तकनीकी शिक्षा विभाग (ग्रुप-क) सेवा नियम-2019 में Re-designate (Vice-Principal-cum-  
Training कर दिया गया है। यह आपको सूचनार्थ प्रेषित है।

उप-निदेशक (रैडिड)

कृते: महानिदेशक, तकनीकी शिक्षा विभाग,  
हरियाणा, पंचकुला।

- 18 -



*Annexure - 7*

*Amended*

**Bhagat Phool Singh Mahila Vishwavidyalaya**  
**Khanpur Kalan (Sonapat), Haryana-131305**  
Office No. 01263-283001, 283002, Fax No. 01263-283779, www.bpswomenuniversity.ac.in

Ref. No. BPSMV/ET/ 3423

Dated:- 10/08/2023

MEMORANDUM

1. Sh. Pawan Kumar Dahiya, Sr. Lecturer in Electronics & Communication Engineering (Under suspension), BPS Mahila Polytechnic is hereby informed that in terms of Executive Council Resolution No. 28, dated 05/04/2023, disciplinary proceedings are to be initiated against him by imposing penalty under Rule 7 of the Haryana Civil Service (Punishment and Appeal) Rules, 2016 and the University rules on the grounds set out in the enclosed Statement of Charges. The charges are based on the summary of allegations appended thereto.
2. Sh. Pawan Kumar Dahiya is hereby required to state in writing within a period of 21 days from the receipt of this memorandum by him, whether he admits the truth of all or any of the charges, what explanation or defence if any, he has to offer and whether he desires to be heard in person.
3. He is informed that an inquiry will be held only in respect of those articles of charge as are not admitted. He should, therefore, specifically admit or deny each article of charge.
4. Sh. Pawan Kumar Dahiya is hereby further informed that if for the purpose of preparing his written statement to the charge sheet, he wishes to have access to the relevant official records, he should submit a list of such documents and inspect the same in the office of the Deputy Registrar (ET) on any working day after seeking prior appointment with him. It is, however, pointed out that only such documents will be shown to him as are in the possession of the University and strictly relevant to the case/charges. If, in the opinion of the competent authority, it is not desirable in the public interest, to allow him access to any documents or a document, which is not in possession of the University, such access shall be refused. It is, however, made clear to Sh. Pawan Kumar Dahiya that his failure to inspect the documents shall not constitute valid ground for delay in the submission of his written statement to the Charge Sheet.

- 19 - *[Signature]*

*[Signature]*



5. Sh. Pawan Kumar Dahiya is further informed if he does not submit his written statement of defence on or before the date specified in above mentioned para 2, or does not appear in person before the Inquiring Authority or otherwise fails or refuse to comply with the statutory rules applicable for disciplinary proceedings, or the orders / directions issued in pursuance of the said rules, the inquiring authority may hold the enquiry against him ex-parte. Further, it would be presumed that he has nothing to say and action as deemed appropriate shall be taken as per rule on the basis of material/evidence available on record.

6. The Written Statement should be submitted directly to the undersigned.

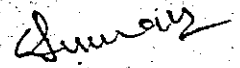
7. The receipt of this memorandum with enclosures may be acknowledged.

  
10/8/23  
Vice Chancellor

- Encl. 1) Statement of charges.  
2) Summary of Allegations  
3) List of documents  
4) List of witnesses.  
5) Copy of Inquiry Report.

To

Sh. Pawan Kumar Dahiya S/O Sh. Ishwer Singh Dahiya  
Sr. Lecturer, (Under Suspension), ECE, BPS Mahila Polytechnic  
Ho. No. 1052/31, Dahiya Colony,  
Near Hindu Pharmacy College,  
Sonapat.131001 (HR).





*Annexure - 6 -*

**Bhagat Phool Singh Mahila Vishwavidyalaya**

**Khanpur Kalan (Sonapat), Haryana-131305**

Office No. 01263-283001, 283002, Fax No. 01263-283779, www.bpswomenuniversity.ac.in

**STATEMENT OF CHARGES AGAINST SH. PAWAN KUMAR DAHIYA SR. LECTURER (UNDER SUSPENSION) IN DEPT. OF ELECTRONICS & COMMUNICATION ENGINEERING, BPS MAHILA POLYTECHNIC, KHANPUR KALAN (SONEPAT).**

You, Sh. Pawan Kumar Dahiya, Sr. Lecturer (Under Suspension), Dept. Of Electronics & Communication Engineering BPS Mahila Polytechnic Khanpur Kalan is hereby charged with the following charges:-

1. That you were assigned the charge of officiating Principal Polytechnic w.e.f. 03/03/2015 vide Endst No.193-197 dated 03/03/2015 and during your tenure of Principal-ship following persons were engaged as Teaching Assistants/Guest Faculty at BPS Mahila Polytechnic at your own sweet will without following the prescribed procedure:-
  - i) Anil Malik, Pharmacy, 18/09/2017 to till date
  - ii) Deep Ranil, Applied Science, 18/09/2017 to 03/05/2018
  - iii) Sakshi, Applied Science, 18/09/2017 to till date
  - iv) Reenu Kumari, OMCA, 18/09/2017 to 31/05/2018
  - v) Vinita, LIS, 18/09/2017 to 23/01/2018

As a result thereof, none of the above teaching Assistants was paid any salary since the date of their joining till the date of submission of enquiry report by the enquiry officer i.e. 29/01/2021. Therefore, your above act and omission amounts to negligence or neglect of work or duty under Rule 5 (vi) & (vii) of the Haryana Civil Service (Govt. Employees Conduct) Rules, 2016 and code of conduct prescribed for the University's Teachers vide State Govt. vide letter No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

2. That you have not taken any sanction from the competent authority i.e. Vice-Chancellor, BPSMV, for engagement of above teaching Assistants. Therefore, your above act and omission amounts to acts subversive of discipline under Rule 5 (iv), (v), (vi), (vii) & (viii) of the Haryana Civil Service (Govt. Employees Conduct) Rules, 2016 and code of conduct prescribed for the University's Teachers vide State Govt. vide letter No. KW-7/18-2009 C-IV (3) dated 21.07.2011.
3. That in addition to above you have again engaged following persons as Teaching Assistants without making any Advertisement in violation of the prescribed procedure
  - i) Himanshi, Fashion Technology, 09/02/2016

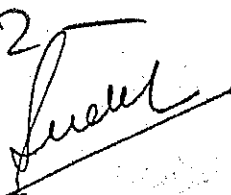
*Pawan*  
- 21 -

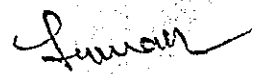
*Sumay*

- i) Sanya, Instructor, FT , 12/06/2016  
ii) Ravinder Dahiya, Architecture, 01/11/2017

As per Inquiry Report they were paid salary from A/c No. 2303000100145036 (SFS) an account of BPSM Polytechnic. Later on the amount of above mentioned account was transferred to A/c No. 2303000100082612, the Grant-in-Aid Account. However, the salary of these persons was pending from May 2019 to till the date of submission of enquiry report by the enquiry officer i.e. 29/01/2021. Therefore, your above act and omission amounts to negligence or neglect of work or duty under Rule 5 (vi) & (vii) of the Haryana Civil Service (Govt. Employees Conduct) Rules, 2016 and code of conduct prescribed for the University's Teachers vide State Govt. vide letter No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

4. That Ms. Himanshi and Ms. Sanya both were appointed on single application without any approval from the competent authority, whereas Mr. Ravinder Dahiya was called telephonically by you and no document is available on file in respect of his appointment. As per record available in the file, he left job on the verbal orders of the then Principal, but his honorarium from June 2019 onwards was pending till the date of submission of Report of Inquiry Officer. Therefore, your above act and omission amounts to negligence or neglect of work or duty under Rule 5 (vi) & (vii) of the Haryana Civil Service (Govt. Employees Conduct) Rules, 2016 and code of conduct prescribed for the University's Teachers vide State Govt. vide letter No. KW-7/18-2009 C-IV (3) dated 21.07.2011.
5. That as per report of the Inquiry Officer, the Attendance Register in respect of Mr. Ravinder Dahiya only for the period from October 2019 to August 2020 was shown to him. It was also alleged by the Inquiry Officer that it was conveyed to him that "we will email the scanned copied of the attendance register for the periods" but no such document has been shown/provided to him by you. Therefore, your above act and omission amounts to negligence or neglect of work or duty under Rule 5 (vi) & (vii) of the Haryana Civil Service (Govt. Employees Conduct) Rules, 2016 and code of conduct prescribed for the University's Teachers vide State Govt. vide letter No. KW-7/18-2009 C-IV (3) dated 21.07.2011.
6. That as per Inquiry Report you have not bothered about obtaining the approval of competent authority in appointing guest faculty/Instructor during your tenure. That you have approved the same at your own mentioning that the same was being done in the interest of the students and that it was not feasible to advertise and complete the procedure due to paucity of time. Therefore, your above act and omission amounts to negligence or neglect of work or duty under Rule 5 (vi) & (vii) of the Haryana Civil Service (Govt. Employees Conduct) Rules, 2016 and

-22  




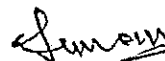
code of conduct prescribed for the University's Teachers vide State Govt. vide letter No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Whereas the fact is that the advertisement and whole procedure for appointing Teaching Assistants/Instructor through walk-in-interview hardly takes 15-20 days, so mentioning that there was paucity of time is illogical and an unsuccessful attempt to justify your wrong doings. Therefore, your above act and omission amounts to negligence or neglect of work or duty under Rule 5 (vi) & (vii) of the Haryana Civil Service (Govt. Employees Conduct) Rules, 2016 and code of conduct prescribed for the University's Teachers vide State Govt. vide letter No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Your above acts of omissions & commissions are of very grave indiscipline and are unbecoming of a university teacher which are in violation of the above rules and code of conduct tantamounting to gross misconduct/indecent behaviour and attracts strict disciplinary action against you. Therefore, you are hereby charged under Rules-7 of Haryana Civil Services (Punishment and Appeal) Rules, 2016 and the University rules.



Vice Chancellor





## Bhagat Phool Sing Mahila Vishwavidyalaya

Khanpur Kalan (Sonapat), Haryana-131305

Office No. 01263-283001, 283002, Fax No. 01263-283779.

### STATEMENT OF ALLEGATIONS AGAINST SH. PAWAN KUMAR DAHIYA SR. LECTURER IN ELECTRONICS & COMMUNICATION ENGINEERING, POLYTECHNIC (UNDER SUSPENSION), KHANPUR KALAN (SONEPAT).

1. That he was assigned the charge of officiating Principal Polytechnic w.e.f. 03/03/2015 vide Endst No.193-197 dated 03/03/2015
2. That following persons were engaged as Teaching Assistants/Guest Faculty as BPS Mahila Polytechnic during his tenure of Principal-ship:-
  - i) Anil Malik, Pharmacy, 18/09/2017 to till date
  - ii) Deep Ranil, Applied Science, 18/09/2017 to 03/05/2018
  - iii) Sakshi, Applied Science, 18/09/2017 to till date
  - iv) Reenu Kumari, OMCA, 18/09/2017 to 31/05/2018
  - v) Vinita, LIS, 18/09/2017 to 23/01/2018

None of the above teaching Assistants was paid any salary since the date of their joining till the date of submission of Inquiry Report by the Inquiry Officer i.e. 29/01/2021.

3. That he has not taken any sanction from the competent authority i.e. Vice-Chancellor, BPSMV, for engagement of above teaching Assistants.
4. That he has again engaged following persons as Teaching Assistants without making any Advertisement in contravention of the prescribed norms:-
  - i) Himanshi, Fashion Technology, 09/02/2016
  - ii) Sanya, Instructor, FT, 12/06/2016
  - iii) Ravinder Dahiya, Architecture, 01/11/2017

As per Inquiry Report they were paid salary from A/c No. 2303000100145036 (SFS) an account of BPSM Polytechnic. Later on amount of above mentioned account was transferred to A/c No. 2303000100082612, the Grant-in-Aid Account. However, the Salary of these persons is pending from May 2019 to till the date of submission of Inquiry Report by the Inquiry Officer i.e. 29/01/2021.

5. Further, it has also been noticed in the Inquiry Report that Ms. Himanshi and Ms. Sanya both were appointed on single application without any approval from the competent authority, whereas Mr. Ravinder Dahiya was called telephonically by him and no document is available on file in respect of his appointment. As per record available in the file, he left the job on verbal orders of the then Principal, but his honorarium from June 2019 onwards was stated to be pending.

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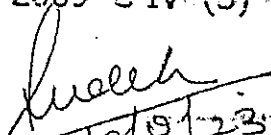
*[Signature]*

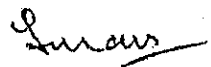
*[Signature]*

As per report of the Enquiry Officer, the Attendance Register in respect of Mr. Ravinder Dahiya only for the period from October 2019 to August 2020 was shown to him. It was also alleged by the Enquiry Officer that it was conveyed to him that "we will email the scanned copied of the attendance register for the periods" but no such document has been shown/provided to the Inquiry Officer by him.

7. That as per Inquiry Report he has not bother about obtaining the approval of competent authority in appointing guest faculty/instructor during his tenure. That he has approved the same at his own mentioning that the same was being done in the interest of the students and that it was not feasible to advertise and complete the procedure due to paucity of time.
8. Whereas the fact is that the advertisement and whole procedure for appointing Teaching Assistants/Instructor through walk-in-interview hardly takes 15-20 days, so mentioning that there was paucity of time is illogical and an unsuccessful attempt to justify your wrongdoings.

His above acts of omissions & commissions are of very grave indiscipline which are unbecoming of a university teacher. His acts tantamount to gross misconduct/indecent behaviour and dereliction in duty and insubordination inviting strict disciplinary action in violation of the Haryana Civil Service (Govt. Employees Conduct) Rules, 2016 and code of conduct prescribed for the University's Teachers vide State Govt. vide letter No. KW-7/18-2009 C-IV (3) dated 21.07.2011

  
10/8/23  
Vice Chancellor



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BPS Mahila Polytechnic, Khanpur

The undersigned was appointed as an Inquiry Officer on the issue of non-payment of salary of Teaching Assistants engaged in BPS Mahila Polytechnic, Khanpur Kalan. The undersigned had a meeting in the presence of Mr. Ranbir Singh Rathee on 30-10-2020 and on 04-01-2021 to enquire into the matter.

On 30-10-2020, the matter was enquired with the following:

1. Prof. Vijay Nehra, officiating Principal, BPS Mahila Polytechnic, Khanpur Kalan
2. Mr. Ranbir Singh Rathee, Lecturer in Library Science, BPS Mahila Polytechnic, Khanpur Kalan
3. Mr. Rajeev Ranjan Bajaj, Lecturer in Pharmacy, BPS Mahila Polytechnic, Khanpur Kalan
4. Mrs. Mukesh Malik, Clerk, BPS Mahila Polytechnic, Khanpur Kalan

On 04-01-2021, the matter was further enquired with the following:

1. Prof. Vijay Nehra, officiating Principal, BPS Mahila Polytechnic, Khanpur Kalan
2. Mr. Ranbir Singh Rathee, Lecturer in Library Science, BPS Mahila Polytechnic, Khanpur Kalan
3. Dr. R.S. Kadian, Lecturer in Pharmacy, BPS Mahila Polytechnic, Khanpur Kalan
4. Mr. Kuldeep Singh, A.R. (Accounts) & Additional Charge of A.R. (E-T)
5. Mr. Ved Prakash Dua, Accounts Officer (Contract basis), Accounts Branch
6. Mrs. Mukesh Malik, Clerk, BPS Mahila Polytechnic
7. Ms. Manju, Assistant, Establishment (T) Branch of the University

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**Brief History and Facts**

On the basis of discussion with the above persons and records made available by them on the above dates, the following facts were revealed:

1. The following were engaged as Teaching Assistants/Guest Faculties and they worked for BPS Mahila Polytechnic, Khanpur, Kalan for the periods mentioned against each:

Name	Subject	Worked for the period	
		As per the Attendance Register (Annexure I, pp 1-6)	As on NF-13 of File bearing No. CF-3547 (Annexure II, p 7)
Anil Malik	Pharmacy	18.09.2017 to till date	19.09.17 to till date
Deep Rani	Applied Sc (Physics in ECE & Computer)	18.09.2017 to 03.05.2018	19.09.2017 to 03.05.2018
Sakshi	Applied Sc (Soft Skill Development)	18.09.2017 to till date	19.09.17 to till date
Reenu Kumari	OMCA (Office Mgt. & Comp. Applications)	18.09.2017 to 31.05.2018	19.09.2017 to 31.05.2018
Vinita	Library & Information Science	18.09.2017 to 23.01.2018	19.09.2017 to 21.12.2017

2. None of the above Teaching Assistants has reportedly been paid any salary since the date of their joining.

3. The above appointments were made through advertisement for walk-in-interview and constituting a Committee wherein DTE nominee was also present (Copies of the advertisement, Proceedings of the Selection Committees and Applications of the selected candidates are enclosed as Annexure III, pp 8-70 ). It has also been mentioned that as per past practice, sanction was not taken due to earlier grant and control of BPS Mahila Polytechnic was under DTE, Panchkula whereas it has also been stated on the file that interview was held on 11-09-2017 after obtaining

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9/11/21



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approval from the then Vice-Chancellor. Both these statements on the file are contradictory and also nowhere on the file the approval of the Vice-Chancellor is available.

4. Some appointments were made even without making any advertisement by the Principal of the BPS Mahila Polytechnic as mentioned below:

i) Himanshi was appointed as Teaching Assistant in Fashion Technology on 10-09-2014 on single application without making any advertisement. Her salary for the period from 10-09-2014 to 09-02-2017 was paid from SFS Account of the BPS Mahila Polytechnic. After that on 09-02-2016 to 01-02-2017 Annexure-IV, pp 71-87), a Committee recommended her case for appointment after conducting her interview.

On the file, it has been mentioned that she was appointed in extreme urgency and in the interest of the Polytechnic. It has also been mentioned that it was not feasible to advertise and complete the procedure due to paucity of time and these facts were apprised to the then Vice-Chancellor also. **Surprisingly, no orders or confirmation of the verbal orders of the Vice-Chancellor, if any, are available on the file.**

ii) The Honorarium in case of Ms Himanshi and the other two namely Ms Sanya, Instructor (Fashion Technology) and Mr Ravinder Dahiya, Teaching Assistant (Architecture) appointed on 12.09.2016 and 01-11-2017 respectively under SFS was paid salary from A/c No. 2303000100145036 (SFS), an Account of BPS Mahila Polytechnic. Later on the amount of above mentioned account was transferred to the A/C No. 2303000100082612, the Grant in Aid Account.

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However, as per the note submitted by the Principal, the salary in respect of these persons is pending from May 2019 to till date. Application in respect of Ms. Sanya is enclosed at Annexure-V, pp 88-90.

- iii) It has been observed that Ms Himanshi and Ms Sanya both were appointed on single application without any approval from the competent authority whereas Mr Ravinder Dahiya was called telephonically and no document is available on the file in respect of his appointment. As per the record available on file, he left the job on verbal orders of the then Principal, but his honorarium from June 2019 onwards is stated to be pending.

*(The copies of the relevant pages of the Attendance Register in respect of Ms Himanshi and Ms Sanya are enclosed as Annexure VI, pp 91-94)*

*However, in respect of Mr Ravinder Dahiya, the attendance Register for only the period from October 2019 to August 2020 was shown to the undersigned (Annexure-VII, pp 95-96). The Attendance register prior to this period was perhaps not available with the office. It was conveyed to me that we will email the scanned copies of the attendance register for the prior periods but no such document has been shown/provided till date).*

5. Another case i.e. of Ms Sharmila was also brought into notice of the undersigned who was appointed in 2013 without issuing any advertisement and without following any selection procedure. No permission for her appointment was taken from the University authorities. Her salary was released till August 2017. At the time of shifting, original record of documents was called for and the same was reported missing and none of the staff agreed to shoulder the responsibility and requested to order an enquiry to fix the responsibility for the missing file.

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An enquiry was conducted in this case by a committee comprising the following

- Dr Pawan Kumar, Assistant Professor of Law;
- Dr Mahesh Sharma, Assistant Professor of Ayurveda;
- Sh. Kuldeep Singh, Superintendent, Academic Branch.

The above Committee submitted its report on 31-10-2019 with the following recommendations:

A { "The Committee recommends that she may be continued on purely temporary basis as a stop gap arrangement on mutually agreed remuneration till existence of workload or regular appointment subject to satisfactory work and conduct reports and her remuneration from August 2017 to date may be paid at the earliest by approving her engagement ex-post facto. The erring official who engaged her without prior sanction of the University authorities to meet faculty requirement as per PCI have already retired from service, therefore, no action is recommended against the then Principal. The Committee feels that to avoid such irregularities in future, a common establishment branch (Teaching and Non-Teaching) for all maintained institutions of the University may be considered to bring uniformity."

The Vice-Chancellor approved 'A' above and ordered to re-examine 'B' above on 04-12-2019.

6. The tenure of the Principals/Officiating Principals of the BPS Mahila Vishawvidyalya since 2015 has been as follows:

Name	Duration		Remark
	From	To	
Mr R.S. Malik	01-03-2014	31-08-2015	On Deputation from DGTE
Mr Pawan Dahiya	01-09-2016	25-08-2019	Officiating
Ms Sushma Jagga	26-08-2019	05-03-2020	Officiating
Mr Pawan Dahiya	06-03-2020	10-09-2020	Officiating
Prof. Vijay Nehra	11-09-2020	Till date	Officiating

(Annexure VIII, pp 97-101)

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G. S. / 29/01/21

## Observations

From the above, it may be observed that the BPS Mahila Polytechnic had been appointing the Guest Faculty/Instructor without bothering about obtaining the approval of the competent authority. In some cases, where even advertisement was not made, the then Principal had approved the cases at his own mentioning that the same was being done in the interest of the students and that it was not feasible to advertise and complete the procedure due to paucity of time. The fact is that the advertisement and the whole procedure for appointing Teaching Assistants/Instructor through walk-in-interview hardly takes 15-20 days, so mentioning that there was paucity of time is illogical and is an unsuccessful attempt to justify his/her wrongdoings. At some places on the file, it has been mentioned that appointment on single application(s) and making advertisements for appointment were appraised/got approved by the Vice-Chancellor but nothing is available on record in any of such cases, which shows that whatever is being stated for so called justification is far from truth. It is true that the Budget and Funds were transferred to the University vide Haryana Technical Education Dept order Endst No. 40/12/2016-4 TE dt 21/23-11-2016 (*Annexure IX, p 102*) but it does not mean that earlier or the later, the Principal had the power of making appointments of Teaching Assistant/Instructor without following the due procedure. It has also been noticed that on 15-11-2018, the Vice-Chancellor had passed orders to seek explanation of the concerned Principal as on NP-13 of the relevant file (*Annexure II, p 7*) but surprisingly no such explanation seems to have been issued and reply has not been received thereof, thereby flouting the orders of the Vice-Chancellor which is also a serious issue.

## Recommendations

On the basis of the facts, observations as above and the recommendations of the already constituted committee as mentioned in point no. 5 under the heading 'Brief History and Facts', following is recommended for consideration by the authorities.

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1. The salary/remuneration of the above mentioned persons (Mr Anil Malik, Ms Deep Rani, Ms Sakshi, Ms Reenu Kumari, Ms Vinita, Ms Himanshi, Ms Sanya and Mr Ravinder Dahiya) may be released against the vacant posts available for the periods they attended the Institute as per University norms by granting ex-post facto approval for their engagement, provided they fulfil the requisite eligibility conditions/qualifications and subject to availability of workload as per DGTE/University norms for the posts, as there was no fault of the engaged persons. The detail of the vacant sanctioned positions from 2017 to 2021 is given at Annexure X, p 103.

2. As reported, Ms Deep Rani, Ms Reenu Kumari, Ms Vinita and Mr Ravinder Dahiya have already left their jobs on on 03-05-2018, 31-05-2018, 23-01-2018/21-12-2017 and 19-08-2020, respectively; the engagement of the other persons i.e. Mr Anil Malik, Ms Sakshi, Ms Himanshi and Ms Sanya may be allowed to be continued as a stop gap arrangement till existence of workload or regular appointment is made, subject to their satisfactory work and conduct reports and if they meet other requirements.

3. The responsibility of the concerned Principal, who engaged them without prior sanction of the University authorities and in gross violation of rules and regulations, be also fixed and appropriate action be initiated/taken against him/her as per University norms.

4. The concerned official(s)/officer(s) be put on explanation for dereliction on their part for not discharging the assigned duties, who did not issue the explanation as ordered by the Vice-Chancellor on NP-13 of the concerned file (Annexure II, p 7).

5. The undersigned further opines that, in future, the recruitment/promotional process in respect of all the Constituent

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Departments/Institutes of the University be carried out by the  
Establishment Branch of the University. Further records of all the  
employees appointed by/under the control of the University be  
maintained by the Establishment Branch in order to adopt due procedure  
and avoid any negligence.

*G. Taneja*  
29/01/21  
(Prof. Gulshan Taneja)  
Registrar, MDU Rohtak  
&  
Enquiry Officer

**Witness regarding Inquiry against Sh. Pawan Kumar Dahiya  
Polytechnic (Under Suspension).**

S.No.	Witness
1.	Sh. Sanjiv Joshi, Deputy Registrar
2.	Sh. Mahipal Singh, the then Superintendent Present AR
3.	Smt. Manju Rani, Assistant
4.	Smt. Santosh Kumari, Accountant
5.	Smt. Mukesh, Clerk Polytechnic
6.	Sh. Mohan Singh Clerk/Dispatcher Polytechnic

Annexure - 9

~~Annexure - 11~~

To,

Dated: \_\_\_\_\_

Vice Chancellor  
Bhagat Phool Singh Mahila Vishwavidyalaya  
Khanpur Kalan (Sonapat)  
Haryana - 131305

**SUBJECT: SHORT REPLY AND REQUEST TO SUPPLY DOCUMENTS**

Reference: Chargesheet bearing Ref. No. BPSM/ET/3423 Dated 10.08.2023

Respected Ma' am,

With reference to the aforesaid Subject and Chargesheet in reference.

1. At the very outset it is submitted that the present Chargesheet is effectuated by mala fide and vindictive attitude of the University against the Undersigned and the same has been issued for the sole purpose of humiliating and pressuring him so as to illegally divest him from the charge of officiating Principal which he has been holding since 2015 and also to defeat the purpose of filing Writ Petitions against the University by the Undersigned before the Hon' ble High Court against the illegal acts of the University Authorities.
2. Accordingly, the Undersigned vehemently denies all the allegations set forth in the present Chargesheet as the same are baseless, wrong and incorrect. Any statement or allegation made in the present Chargesheet which has not been expressly denied, shall be presumed to be denied.

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3. It is a matter of record that from time to time, the Undersigned has been subjected to the illegal and *mala fide* tactics so as to take away the officiating charge of Principal of Polytechnic from him and give to its chosen and favourite ones. For the matter of record four times the University has illegally taken away the charge of officiating principal from the Undersigned.

4. The last time, (i.e., fourth time) the same was done by way of firstly illegally placing the Undersigned under suspension vide Order dated 07.10.2022 against which he has already approached the Hon' ble Punjab & Haryana High Court vide CWP No. 25060 of 2022 wherein while issuing notice of motion and notice regarding stay, the Hon' ble High Court was pleased to pass the following order:

*Learned counsel for the petitioner submits that the petitioner, who was working as an officiating Principal had earlier approached this Court by preferring CWP No.17518 of 2020, challenging the withdrawal of the charge of the officiating Principal wherein coordinate Bench of this Court, by the order dated 30.10.2020, had directed the parties to maintain status quo regarding the petitioner' s assignment. The operative part of the order is reproduced hereunder:*

*" In the meantime status quo regarding the petitioner' s assignment in the Institute to be maintained and no one else may be placed to take charge as the Acting Principal in the Institute- respondent No.3, and necessary administrative functions associated with that post may be got performed, only through the*

*Pawan 36 -*

*Petitioner, in case the respondent No.5 has actually not taken over formal charge as the officiating Principal."*

*The petitioner has now been suspended on the allegations that he was absent from duty on 21.09.2022. The charge of officiating Principal has now been handed over to respondent No.3 who herself had made a complaint against the petitioner on 16.08.2022 wherein it was mentioned that the petitioner is a habitual absentee from the duty but no specific date had been set out in the complaint indicating the absence of the petitioner. He, therefore, submits that the petitioner is being victimised as he had challenged the action of the respondents by preferring the afore-noted petition which is pending adjudication.*

*Issue notice to the respondents.*

*Notice re: stay as well.*

*Mr. B.S. Rana, Senior Advocate with Mr. Nayandeep Rana, Advocate puts in appearance on behalf of respondents and prays for time to seek instructions and file reply.*

*List on 19.12.2022.*

5. That aforesaid Writ Petition is pending for adjudication before the Hon' ble High Court for 19.12.2023
6. After issuance of the aforesaid Order in the presence of Ld. Senior Counsel for the University, yet merely in order to defeat the purpose of filing of aforesaid Writ Petition, the University served a Chargesheet dated 30.11.2022 on totally frivolous and baseless allegations.

*Lawan 37 -*

7. In response thereto, in view of the aforesaid factual position and especially the pendency of the aforesaid Writ Petition before the Hon' ble Punjab & Haryana High Court challenging the Suspension Order dated 07.10.2022 which also formed the basis of issuance of the Memorandum of Charges dated 30.11.2022 and the matter being *sub-judice* before the Hon' ble High Court, the Undersigned requested that the present Memorandum of Charges and proceedings emanating therefrom be kindly kept in abeyance during the pendency of aforesaid Writ Petition before the Hon' ble Punjab & Haryana High Court. A copy of the aforesaid Representation dated 20.12.2022 is being annexed herewith as **Annexure R-1**.
8. However, the vindictiveness and mala fide of the University against the Undersigned did not stop here, as few months later, another Chargesheet was slapped on the Undersigned vide Memorandum of Charges dated 10.08.2023, pertaining to certain allegations of engaging teaching staff as long back as in 2017 – 2018. Unlike the last time, in the present Chargesheet the Undersigned was also not supplied the documents relied upon in the same. Notwithstanding the fact that the allegations leveled in the Chargesheet dated 10.08.2023 are totally false and baseless, yet without the documents which form the bases of said Chargesheet, the Undersigned cannot be possibly expected to give any reply to the same.
9. As a matter of fact, this is not the first time that the Undersigned has been subjected to vindictiveness and mala fide of the University particularly in order to harass and humiliate him so that he is coerced to leave the charge of officiating Principal which

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has been assigned to him since 2015 as such. As stated above, the aforesaid Writ Petition is the fourth round of litigation which the Undersigned has been constrained to undertake on account of the illegal acts of the University. In support of the aforesaid averments, it would be profitable to give brief reference to previous three instances where in a similar fashion the University had tried to illegally take away the charge of Officiating Principal from the Undersigned, however the Hon' ble High Court was pleased to grant interim protection to the Undersigned at each time.

10. FIRSTLY, in the year 2018, a false Complaint dated 18.01.2018 was filed by certain vested interests in the University against the Undersigned before the Petitions Committee of Haryana Vidhaan Sabha. Undersigned was summoned before the said Committee for 27.08.2019, however a day prior to it i.e., on 26.08.2019, the University passed an illegal order taking away the charge of Officiating Principal from the Undersigned. The same was challenged by way of CWP No. 23673 of 2019 before the Hon' ble Punjab & Haryana Court. At the time of hearing of the said Writ Petition, the University undertook to withdraw the Order and pass a fresh one upon affording an opportunity of hearing. Accordingly, CWP No. 23673 of 2019 was disposed of on that ground vide Order dated 02.09.2019.

11. SECONDLY, in total contravention of its undertaking given before the Hon' ble High Court, the University passed a fresh order dated 27.11.2019, whereby without affording any opportunity of hearing, the charge of officiating principal was again taken away. Resultantly the Undersigned was constrained to file CWP No. 36311 of

Lawan - 39 -


2019 challenging the said Order. The Hon' ble High Court was pleased stay the operation of the said Order vide its Order dated 16.12.2019. Despite of the stay Order, yet the University failed to assign back the charge of Officiating Principal on account of which the Undersigned was constrained to file CM-3919-CWP-2020 seeking directions to that effect. At the time of hearing of the said CM application, the University undertook to assign back the charge of Officiating principal to the Undersigned, accordingly the same was disposed of vide Order dated 06.03.2020.

12. THIRDLY, the University thereafter finally afforded an opportunity of hearing to the Undersigned with regard to issue of his holding the officiating charge of principal of the Polytechnic Institute. However, by way of a totally illegal and arbitrary manner, claim of Undersigned to carry on holding the said charge was dismissed vide Order dated 03.09.2020. Consequently, the Undersigned was constrained to challenge the same before the Hon' ble High Court by way of CWP No. 17518 of 2020. Vide Order dated 30.10.2020, the Hon' ble High Court while staying the operation of the aforesaid Order was pleased to direct the University to maintain status quo regarding his appointment as officiating Principal in the Institute. Despite of that, the University failed to comply with the Order dated 30.10.2020, as a consequence of which the Undersigned was constrained to file a Contempt Application under Article 215 of the Constitution bearing no. CM-785-CWP-2021 where notice was issued for 25.03.2021. However immediately before that on 19.03.2021, the Undersigned was assigned back the charge of officiating principal in compliance with Order dated 30.10.2020.

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Thereafter he kept on discharging functions on the said post of officiating principal right up till the passing of the Suspension Order dated 07.10.2022.

13. From the aforesaid facts and circumstances, it is clear that the university has left no stone unturned to illegally take away the charge of officiating principal from the undersigned by resorting to new tactics, each and every time. Such acts of the university not only amount to contempt of court, but clearly shows the mala fide of the University Authorities against the Undersigned. Therefore, it is requested that in view of pendency of aforesaid Writ Petition filed by the Undersigned before the Hon' ble High Court, the proceedings arising out of the aforesaid Chargesheet be kept in abeyance. In the meanwhile, it is also requested that the Undersigned be supplied all the documents which form basis of the Chargesheet dated 10.08.2023, for which the Undersigned will also be filing a separate application under the Right to Information Act.



**Pawan Kumar Dahiya**  
Senior Lecturer, ECE  
BPS Mahila Polytechnic

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*Annexure - 10*

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

~~Annexure - 10~~

Dated: 8/11/2023

Ref.No.-BPSMV/ET/ 23/ 5009

To

Sh. Pawan Kumar Dahiya  
Senior Lecturer (under suspension)  
H.No1052/31 Dahiya Colony  
Near Hindu Pharmacy College  
Sonapat

**Sub:- Short Reply and Request to Supply Documents.**

This is with reference to short reply submitted by you on dated 23.10.2023 through email in response to charge sheet issued to you vide Memo No. BPSM/ET/3423 dated 10.08.2023.

In this regard, I am directed to inform you that the reply submitted by you is not relevant to the charges leveled against you. However, you have denied all the allegations without any substance. This shows your malafied intension of delay in submitting your reply to the charge sheet & trying to side track the main issue.

Therefore, you are, once again requested to submit the detailed reply along with the documentary evidences to the charge sheet within 7 days positively, failing which it will be presumed that you have nothing to say & your short reply as referred above shall be treated as final reply and further action will be initiated as per University rules.

Deputy Registrar (ET)  
For Registrar

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Annexure-11

~~Annexure-11~~



et bps <et@bpswomenuniversity.ac.in>

## Short reply and request to supply Documents

et bps <et@bpswomenuniversity.ac.in>  
To: pawan dahiya <pawan.dahiya2002@gmail.com>

Wed, Nov 8, 2023 at 4:58 PM

Sir,

In continuation to the trail mail and letter no. BPSMV/ET/23/5009 dated 08/11/2023, I am again enclosing herewith a copy of the Memorandum No. BPSMV/ET/3423 dated 10/08/2023 along with Statement of Charges, Allegations, Enquiry Report and list of Witnesses for which final reply is sought from you vide letter dated 08/11/2023.

You are also requested to acknowledge the receipt of this email.

With regards

DR(ET)

Pawan Dahiya Documents.pdf  
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# Bhagat Phool Singh Mahila Vishwavidyalaya

Khanpur Kalan (Sonapat), Haryana-131305

(A state University established by an Act 31 to 2006)

('B++' Grade University Accredited by NAAC)

Minutes of 2<sup>nd</sup> meeting of the Committee held on 09.11.2023 at 12.30 P.M. in the conference hall adjacent to Vice Chancellor office, Administrative Block, BPSMV, Khanpur Kalan to examine the case of all staff of HRDC for confirmation of their services and subsequent benefits.

The following were present:-

- |  |          |
|--|----------|
| 1. Prof. Ipshita Bansal                    | Convener |
| 2. Prof. Vandna Poonia, GJU S & T, Hisar   | Member   |
| 3. Dr. Manjula Chaudhary, Retd. Prof., KUK | Member   |

The committee discussed the matter in detail after perusing the comprehensive note alongwith all annexure prepared by Establishment Branch as per record of HRDC. (Copy attached)

Committee specifically noted the following:

- HRDC guidelines states that "appointments shall be made on regular basis instead of having persons appointed on an adhoc/ temporary basis or taken on deputation. The appointment should be made through proper selection committees and their services shall be counted for all purposes. Further, it is also to be noted that only those staff who have been appointed under the above scheme on regular basis following the rules and regulations pertaining to qualifications and experience may be entitled for prescribed pay and other admissible benefits as is being given to the corresponding staff of the university".
- Since the University has established HRDC and made appointments, it is natural that all conditions were agreed to. Committee noted the status of appointed staff in the appointment letters. None of the appointment letters mentioned the nature of appointment as ad-hoc/temporary.
- Committee noted the status of probation of above said employees and it come to its notice that probation related clause is mentioned differently against each as under:

## Teaching Staff

Sr. No.	Name	Post	Advt. No.	Doj	Nature of appointment	Probation period
1.	Dr. Shafali Nagpal	Reader	1/July/2009	22.01.2010	Under Xith Plan	Not mentioned
2.	Ms. Rani Tokas	Lecturer	1/July/2009	09.07.2010	Under Xith Plan	Two Year
3.	Dr. Geeta Singh	Director	01/July/2012	06.12.2012	Under Xith Plan	One Year

Manjula  
9.11.23

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Ipshita  
9/11/23

Non-Teaching staff

Sr. No.	Name	Post	Advt. No.	DoJ	Nature of appointment	Probation period
1.	Ms. Priyanka Panghal	Computer Assistant	1/July/2009	07.04.2010	Under XIth Plan	Not mentioned
2.	Ms. Manju	Computer Operator	1/July/2009	07.04.2010	Under XIth Plan	Not mentioned
3.	Sh. Anil Kumar	Sr. Assistant	1/Sept/2010	03.02.2011	Issued appointment like other regular employees	One Year
4.	Sh. Hari Parkash Gaur	Junior Assistant	01/July/2012	07.02.2013	Under XIth Plan	One Year

As per prevailing rules at the time of their appointment, probation rules at exercise were as under:-

Clause 17.1 of Service & Conduct Rules for Non-Teaching Employees under Probation and Confirmation states that:

Every person appointed permanently to a post under the University after the commencement of these rules, whether by promotion or by direct recruitment, shall be on probation in such post for a period of one year, after the satisfactory completion of which the appointing authority may, by an order in writing confirm his probation, provided that the total period of probation including extension shall not exceed two years.

Provided further that the appointing authority may allow continuous period spent on duty, if any, on the same post on adhoc basis or on temporary/ leave vacancy/ deputation when followed by regular appointment to count towards period of probation for the purpose of confirmation.

Previously, in the year of 2010, the period of probation for teaching staff was of two years.

Clause 20.0 of Haryana Govt. Notification dated 21.07.2011 under Period of Probation and confirmation states that:

1. The minimum period of probation shall be one year extendable by a maximum period of one more year in case of unsatisfactory performance.
2. The confirmation at the end of one year shall be automatic, unless extended for another year by a specific order, before expiry of the first year.

4. After considering the above facts, the committee is of the opinion that above said employees could have been confirmed after completion of probation period and shall not be discriminated on account of technical issues.

Committee recommends that all employees of HRDC be considered for confirmation after the completion of probation period and in cases where this period is not specified, rules of University for probation shall be used as reference.

*Manjula*  
9.11.23  
Dr. Manjula Chaudhary

*Vandna*  
9.11.23  
Prof. Vandna Poonia

*Ipshta*  
9/11/23  
Prof. Ipshta Bansal

Annexure - 13  
DRET-2025  
25/8/23

~~Annexure - 13~~

To

The Deputy Registrar  
B.P.S.Mahila Vishwavidyalaya  
Khanpur Kalan, Sonapat.

*Ran*  
25/8/23  
Supdt. ET.  
Manoj 25/8  
Asst II

Sub: To Withdraw the Degree.

With reference to your letter no.BPSMV/ET-II/23/2987 dated 19/07/2023, it is submitted that there was no concealment on my part at the time of initial appointment as Assistant Professor nor did I conceal anything regarding my all degrees subsequently. I have already explained citing rules as well as the written permission of the both concerned universities in this regard. In this connection, I want to withdraw my Ph.D. (Hindi) from my service record and the subsequent financial benefits given on this account may be withdrawn. However, it is added here that I am eligible for appointment as Assistant Professor on the basis of M.Phil.(Education) Degree. I may be allowed to apply for Career Advancement Scheme promotion on the basis of my M.Phil. (Education) Degree.

Thanking You

Yours Sincerely

*Rani*  
25/8/23  
Dr. Reena Rani  
Assistant Professor  
Department of Education  
BPSMV, Khanpur Kalan

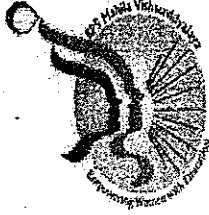
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Annexure - 14

~~Annexure - 14~~

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**Bhagat Phool Singh Mhila Vishwavidyalaya**  
**Khanpur Kalan (Sonepat), Haryana-131305**  
**(A state University established by an Act 31 to 2006)**  
**('B++' Grade University Accredited by NAAC)**

Ref No. BPSMV/ET-II/23/ 2987

Dated: 19/07/2023

To

Dr. Reena Rani,  
Assistant Professor,  
Department of Education, BPSMV

**Sub: To cancel one degree from the concerned University.**

It is to inform you that the legal opinion taken from the University Counsel on the basis of complaint against you made by Dr. Varuna, Assistant Professor, Department of Education regarding concealment of material facts at the time of appointment for the post of Lecturer in the Year 2007-2008 and promotion for the grant of AGP of Rs. 8000/- in 2017 was placed before the Executive Council in its 75th meeting held on 16.06.2023 and it was resolved that "Dr. Reena, Assistant Professor be asked to get one of the degrees canceled from the concerned University and she may submit the reply thereof so that the issue for grant of promotion be assessed".

Therefore, you are directed to cancel one degree from the concerned University and submit the reply, so that further action can be taken.

Yours faithfully,

Deputy Registrar (ET)  
for Registrar

Dr. C. B.

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

Office No. 01263-283044, 283002, Fax No. 01263-283779, [www.bpswomenuniversity.ac.in](http://www.bpswomenuniversity.ac.in)

**Proceedings of the meeting**

A meeting of the committee constituted by the Hon'ble Vice-Chancellor for framing the rules and regulation for University sports was on 02/08/23 at 10.00 a.m. in the office chamber of Director Sports in sports Complex

Following were present:-

- |    |  |          |
|----|--|----------|
| 1. | Dr. Suman Dalal, Director Sports<br>BPSMV, Khanpur Kalan                                       | Convener |
| 2. | Dr. Shakuntla, Deputy Director<br>Sports, MDU, Rohtak  | member   |
| 3. | Dr. Suresh Malik, Chairperson & Director sports<br>Deptt. Of Physical Education, CBLU, Bhiwani | member   |
| 4. | Dr. Sanjeet Malik<br>Incharge, University Sports   | member   |

At the beginning Director, Sports welcomed the members. All members actively participated in deliberations and discussion.

It was discussed and decided:-

**THE CONSTITUTION OF BHAGAT PHOOL SINGH MAHILA VISHWAVIDAYALAYA**  
**SPORTS COUNCIL**

1. There shall be a Bhagat Phool Singh Mahila Vishwavidyalaya Sports Council (BPSMVSC) hereinafter referred to as 'Sports Council' constituted for organizing and regulating sports activities in the territorial jurisdiction of the University, constituted as follows:-
  - (a) The Hon'ble Vice-chancellor, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan shall be Ex-officio Patron of the Sports Council.
  - (b) Regular Principal (Senior most) from the affiliated/maintained Colleges of Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan shall be Ex-officio President of the Sports Council.

- (c) Physical Education Teacher (Senior Most) from affiliated/maintained Colleges of Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan shall be Ex-officio Vice-President of the Sports Council.
- (d) The Registrar, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, Ex-officio Member.
- (d) Dean of Student's Welfare, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, Ex-officio Member.
- (e) One Professor from the UTDs, member nominated by the Hon'ble Vice-chancellor, recommended by the Secretary.
- (f) One Regular Associate/ Assistant Professor from the UTDs, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, member nominated by the Hon'ble Vice-chancellor, recommended by the Secretary
- (g) Finance Officer, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, Ex-officio Member.
- (h) Two Regular Principals/DDO/Director from the affiliated/maintained Colleges on seniority-cum-rotation basis rotation.
- (i) Assistant Director/Assistant Sports officer/Incharge Sports, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan will be Assistant Secretary of BPSMVSC.
- (j) Two regular Associate/ Assistant Professors in Physical Education from the affiliated Colleges of the University to be nominated on seniority-cum-rotation basis for a period of two years as member.
- (k) One Arjun Awardee sportsman from District Sonapat recommended by secretary BPSMVSC as member
- (l) One outstanding student of the Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan to be nominated by the Hon'ble Vice-chancellor, for a period of two years on the basis of her achievements in Sports (minimum Inter University Position Holder) during the preceding year, as member. The name to be recommended in order of merit by the Secretary through the President BPSMVSC.
- (m) Director Sports, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan shall be the Secretary.

\*In absence of the Pattern, the president will chair the meeting of the Council.

\*\* In the absence of the Secretary, In-charge Sports of the University/ Assistant Sports Officer the senior-most shall be the secretary

Note:-

- i The term "College" for the purpose of these rules shall mean a college/institution/UTD, maintained, affiliated or recognized by Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan. The term "Principal" shall mean the Regular Principal/DDO/Director of the college/Institutions and Heads university teaching departments. The date of seniority of a regular joining if similar or more than decided by date of birth (confirm by matriculation/date of certificate/certificate from the concerned head of Institute). Outstanding Sports Person minimum 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> position holder in AllU tournaments.
- ii The President shall be by order of seniority by rotation from the Regular Principals/DDOs from affiliated colleges and the Vice-President shall be by order of seniority by rotation among the teacher of Physical Education from affiliated colleges/Institutions. They shall be nominated for a period of two years. The term of the President and the Vice-President shall not be two consecutive terms and shall not be more than two terms in any case.
- iii The term of the council shall be of two years. In case a member ceases to be during the term, the vacancy shall be filled by the next in seniority.
- iv The meeting of the council shall be convened by the secretary with the permission of the Patron/President as and when necessary. Ordinarily a 10 days' notice shall be to call such a meeting, however in emergent cases, the President may call a meeting on a short notice, if necessary.
- V The mandatory quorum for a meeting of the council shall be of half of the members.

## 2. AIMS AND OBJECTIVES OF THE SPORTS COUNCIL:

The aims and objectives of the Sports Council shall be:-

- (i) To organize and regulate sports activities within the territorial jurisdiction of the University;
- (ii) To promote the best Sportsmanship and Team Spirit among the alumni of the University;
- (iii) To organize the Annual Tournaments in various Sports events for the students of all the maintained/recognized colleges of the University in accordance with the rules specified by the Council.
- (iv) To organize and regulate Sports in Bhagat Phool Singh Mahila Vishwavidyalaya for fostering a University Spirit among the colleges.

- (v) To develop Inter-University fellowship by organizing or participating in the Inter-University Contests/State Tournaments and National Level Tournaments.

3. FUNCTIONS AND POWERS OF THE PATRON:

- (i) The Patron shall preside over the General Body of the BPSMVSC.
- (ii) The notice of the meeting of the General Body shall be given with the permission of the Patron.
- (iii) The Patron shall have the authority to call for any information related to the affiliation of the Sports Board and its Executive Board and may issue any direction as may deem fit in the interest of the sports / and University.
- (iv) The Patron shall have the authority to dismiss or debar any office bearers or member of the council in case of embezzlement and disobedience of the rules and regulations of the council/university and all those activities which are harmful for the council/university by the majority of the council members, for forever or for a fixed time.

4. FUNCTIONS AND POWERS OF THE SPORTS COUNCIL:

- (i) To make rules and regulations for the organization, conduct and control of the University sports tournaments.
- (ii) To interpret and enforce its rules and to give decision and rulings on any point not covered under those rules.
- (iii) To frame bye-laws consistent with its rules and to appoint sub-committee (s) if and when necessary, and fix their terms of reference.
- (iv) To approve the recommendations of the executive board regarding the nomination of the President/Honorary secretaries and members of the various University sports committees/clubs.
- (v) To consider and pass the Annual Budget and the Sports Calendar proposed and recommended by the Executive Board.
- (vi) To consider and adopt the Annual Reports and Audited Statements of the accounts of the Sports Council.
- (vii) To consider and pass the Sports Calendar, proposed and recommended by the executive board; and
- (viii) To take such other actions as may be deemed necessary and proper for the furtherance or attainments of the aims and objectives specified above.

5. MANAGEMENT: THE EXECUTIVE BOARD

- (a) The affairs of the Sports Council shall be managed by an Executive Board whose term will be of two years. The Executive Board shall consist of:



- (i) The President, Sports Council, who shall be the ex-officio president of Executive Board
  - (ii) The Vice-President, Sports Council, who shall be the ex-officio Vice-President of Executive Board.
  - (iii) Finance-Officer, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan.
  - (vi) One nominee of the Vice-chancellor from the members of the Council
  - (v) Sports Incharge/Assistant sports officer/Assistant Director Physical Education shall be Assistant secretary of the Executive Board.
  - (vi) Director Sports shall be secretary of the Executive Board.
  - (vii) One Director Sports/In-charge Sports from the other university: member (nominated by Vice-chancellor)
- (b) Meetings of the Executive Board shall be convened by the Secretary, with the permission of the President, as and when necessary. Ordinarily, seven days notice shall be given for such meetings, but in emergent cases the President may call a meeting at a shorter notice, if necessary.
- (c) The quorum for a meeting of the Executive Board shall be of half of the members.
- (d) The term of the Executive board shall be of two years and the term of President and Vice-President shall not be consecutive two terms and not more than two terms in all.

## 6. FUNCTIONS AND POWERS OF THE EXECUTIVE BOARD

- (i) To nominate the Sports Clubs / Committees for selection of teams in various games
- (ii) To organize, conduct and control the University sports tournaments, various University Sports Clubs and all other sports activities in which the Sports Council participates in accordance with the rules framed by the Sports Council.
- (iii) To raise and spend funds of the Sports Council in accordance with the Budget Estimates sanctioned by the General Body. To constitute write off committees from the Council members (minimum 3 members); write off irrecoverable dues, items on stocks and to condone delay in the submission of entries.
- (iv) To fill up any vacancy among its elected members or among the members of any club, in the course of a year, for the unexpired term pertaining there to.
- (v) To frame laws and to make amendments in rules to meet any situation that may arise in the bonafide discharge of its duties, provided that such action is duly reported to the next General meeting of the Sports Council.
- (vi) To consider and recommend, for adoption by the Annual General Meeting with its appropriate comments, the Annual Report of the Secretary on the year's

activities, the audited statement of accounts for the year, the reports and statements of accounts of various Sports Clubs, the Annual Budget Estimates and General Fixtures List for ensuing year.

- (vii) To constitute a purchase committee for executing the purchase of sports material/other materials. The recommendations of which shall be approved by Executive Board BPSMVSC.
- (viii) To frame laws and rules for officiating remuneration, committee members, remuneration entry fees, officiating charges from colleges, trial fees and organization expenditure.

#### 7. THE DUTIES AND POWERS OF THE PRESIDENT, BPSMVSC

- (i) To preside over all the meetings of Sports Council and its Executive Board in place of the Patron.
- (ii) In an emergent situation, to take decision to meet the situation in anticipation of approval of the Executive Board, but such decisions shall be placed before the next meeting of the Executive Board.
- (ii) To sanction expenditure upto Rs. 75,000/- for an individual item at a time, and in emergency more than Rs.75000/- the sanction must be taken from the patron.

8. The Vice President shall act as President in absence of the President and presides over the meetings and shall exercise the powers vested in her/him.

#### 9. The Secretary Shall:

- (i) Carry on correspondence on behalf of the Sports Council and gives effect to the resolution of the Council as its Executive officer.
- (ii) Issues notices of the meetings and record minutes of the same and be responsible for their maintenance.
- (iii) Be responsible for the maintenance of other records and registers as well as the custody of all the property of the Sports Council.
- (iv) Carries out other duties, which may be entrusted to him from time to time.
- (v) Have an Imprest amount of Rs. 25,000/- each to meet small expenditures of contingencies to be recouped from time to time.
- (vi) Have power to incur expenditure and to appoint "departmental/office purchase committee" for purchase of dress articles and sports items upto Rs. 25,000/- by inviting three quotations as per University Accounts Code.
- (vii) The bank account will be opened in the name of the Secretary BPSMVSC;
- (viii) Issues receipts for sums received;

- (ix) Make payments in accordance with the rules prescribed by the Sports Council;
  - (x) He/she may approve observers/officials in any tournament/championship in emergency. The organizing secretary with the approval of the Secretary may appoint neutral officials for smooth conducting.
10. Assistant Secretary shall function as Secretary in the absence of the latter. The Assistant Secretary shall discharge such duties as may be assigned by the President and Secretary.

11. (a) **THE GENERAL BODY MEETING(S) :**

An Annual General Body Meeting of the Sports Council shall be convened once every year in the month of July/August or as soon thereafter as may be possible; date, place and time shall be as determined by the President in consultation with Patron. At least 10 days' notice shall be given for the meeting.

The business at the meeting shall include:-

- (i) The adoption of the Annual Reports and the Audited Statements of accounts of the Sports Council and the various University Sports Clubs, as presented by the Executive Board under clause 6(vi);
- (ii) The Budget Estimates and the Sports Calendar for the ensuing year;
- (iii) The amendment of rules or enactment of new rules or bye-laws;
- (iv) The quorum for a General Body Meeting shall be 1/4<sup>th</sup> of the total members. In case of adjourned meeting no quorum shall be required.
- (v) All decisions shall be taken by a simple majority vote of the members present and, in the case of a tie, the Patron shall have a casting vote.

- 11. The traveling and halting allowances for attending the General Body Meetings shall be borne by parent Institution/Deptt./ College.
- 12. The financial year of the BPSMVSC shall be from 1<sup>st</sup> August to 31<sup>st</sup> July of each year.
- 13. The Executive Council of the Bhagat Phool Singh Mahila Vishwavidyalaya shall exercise general supervision and control over the Bhagat Phool Singh Mahila Vishwavidyalaya Sports Council and shall decide constitutional changes that are considered as necessary.

**The rules & regulations for the Inter-College/North Zone/All India Inter-University tournament/Championship and guidelines of remuneration, TA/DA, officiating charges, selection committee, honorarium, prizes, special allowances etc:-**

1. Officiating charges for all games to all the technical officials appointed by the BPSMVSC @ Rs.1000/- per day per technical official paid by BPSMVSC.
2. Track marking charges
  - a. Technical official @ Rs.1000/- per day not more than three days.
  - b. Groundman/class IV employees during track marking and all tournament/championship @ Rs.300/- per day per person.
3. Selection committee members during selection of players and final selection of the team (after final selection @ Rs.1000/- honorarium per member).
4. Sitting fee to the member of the Executive Board, committee, subcommittee constituted by Patron/President/Sports Board and Secretary BPSMVSC for various sports activities @ Rs.1000/- per day and TA/DA, if any, as per university rules other than Ex-Officio Member.
5. Coaching fee/training to coach and manager during coaching camp and accompanying university teams for participating in games/tournament and AIU Sports Board championship in addition to the allowances other than usual TA/DA @ Rs.400/- per day including journey days will be given. (Retired and not in service coach and manager also entitled for this).
6. Honorarium to renowned players/coachs (Arjun Awardees, Rajiv Gandhi Khel Rattan and Doranacharya Awardees only) invited during competitions/Executive Board meetings/Council meetings/during selection trials/during coaching camps @ Rs.3000/- per visit, per event.
7. DA/Diet money to players during the coaching camp @ Rs.300/- per day and during North Zone/All India Inter-University/State & National Championship including journey days @ Rs.500/- per day shall be paid. Remuneration to groundman during coaching camps @ Rs.100/- per day.
8. Entry/officiating fee paid by participating colleges to BPSMVSC for all games as per AIU Sports Board rules but in individual events except athletic meet that will be based on trial fee @ Rs.300/- per head.
9. Trial fee for all players who have not participated in Inter-College championship @ Rs.300/- per head shall be paid and only those players who were not member of their college team will not be entertained in trials without any genuine reason.
10. Fee charges for issuing duplicate sports certificate will be Rs.500/- per certificate.
11. Cash prize to the players who won position in the All India Inter-University championship/Khelo India University Games according to A.I.U. MAKA Trophy Games is as below:
  - a. 1<sup>st</sup> position in individual games/events      Rs.21000/-  
Team Game Rs.5000/- per player

- b. 2<sup>nd</sup> position in individual games/events Rs.18000/-  
Team Game Rs.4000/- per player
- c. 3<sup>rd</sup> position in individual games/events Rs.15000/-  
Team Game Rs.3000/- per player

If a player wins more than one medal/position in All India Inter-University, separate prize will be given for each medal/position.

12. Cash prize for international games/championships/world university games/championships will be given only to AIU Sports Board approved games/sports players on roll in the university as mentioned below:

- a. 1<sup>st</sup> prize Rs.1,00,000/-  
b. 2<sup>nd</sup> prize Rs.75,000/-  
c. 3<sup>rd</sup> prize Rs.51,000/-

For all players who win medal in individual/team game.

- Rs.51000/- cash Prize for Arjun Award
- Rs.31000/- cash Prize for Bhim Award

The players should be a regular student on roll.

13. Trophies in a particular games/sports will be given to the winner in the Inter-college championship.

14. Incentive to coach and manager of the teams which stood 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> in the AIU Sports Board Championship would be paid Rs.10000/-, 7000/- and 5000/- respectively per game/sports. Team managers and coaches will be selected from the selection committee if no one other than secretary sports board is authorized to send any one as team manager and coach.

15. Teams with coach and manager are allowed to travel by train 3 AC Sleeper and Volvo buses for AIU Sports Board Championship. Reimbursement will be paid by presenting tickets.

16. Either of team coach or manager shall be allowed to travel up to 1000 KM (500 KM single side) for AIU Sports Board tournaments/national tournament by own car as per Haryana Govt. Rules) or as per entitlement, will be reimbursed. In special/emergent circumstances players/coachs/managers may travel by Air with prior permission of the Patron/President of the Board.

17. Sumptuary allowance of Rs.2000/- per month for the office of the Secretary BPSMVSC on the basis of producing bills and not more than Rs.2000/- will be permissible.

18. Sports Development Charges from all the colleges/institutions shall be charged Rs.1500/- having strength up to 200 students, Rs.2500/- having strength up to 500 students, Rs.6000/- up to strength 2000 and Rs.8000/- having strength above than 2000 at the time of RR.

19. Number of officials to conduct the Inter-College championship in each section shall be according to requirement of the game. All technical officials will be

appointed by the office of the Secretary, BPSMVSC with the permission of the Patron/President of the Sports Council. As per the requirement of the tournament, the numbers may be increased or decreased by the President/Secretary of BPSMVSC. These numbers are not applied for Inter-University championship. The appointment of technical official for Inter-University championship/tournament will be according to the requirement of the Inter-University tournaments.

20. University sports kits such as track suits, shoes, towels, socks, kit/sports bag and sports dress will be given as per the requirement of the games/events . In North Zone/All India Inter-University, University sports kit will also be provided to the coaches and managers. Logo of the University must be at the front of the Sports kit and name of the university at the back side of the kit.

Rules for Tournament:

The tournament shall be open to all the bonafide students:

- i. Of all the affiliated/maintained colleges/institutions of the BPSMV
- ii. Of all the departments of the University.

The following events shall be organized and conducted in the form of Inter-College tournaments/championships under the rules & regulations of their respective federations/associations in the respective session. The number of Tournaments/Championships may be increased according to the entry received.

- 1. Yoga
- 2. Volleyball
- 3. Kabaddi
- 4. Athletics
- 5. Kho-Kho
- 6. Cricket
- 7. Cross Country
- 8. Wrestling
- 9. Boxing
- 10. Badminton

The Minimum four entries of (colleges)/teams and the actual presence thereof will be mandatory for organization of an Inter-College tournament. Eligibility to

participate in Inter-College will be determined according to the AIU Sports Board Eligibility rules.

The Organizing Secretary shall be authorized to check the eligibility proforma before the actual starting of the match and he/she is fully responsible and accountable for eligibility of participants. It will be mandatory for the Organizing Secretary to get the signatures of the observers on all the eligibilities proformas and submit the same to the office of the Secretary BPSMVSC. The Organizing Secretary, Principal of the concerned host college and the observer appointed by the office of the Secretary BPSMVSC shall consist of the jury during the Inter-College competition. The observer will be appointed by the office of the Secretary with the consent of the President, BPSMVSC and he/she will be entitled to Rs.1000/- per day as remuneration and TA/DA as per the University and Haryana Govt. rules. In case, if the team of the host college is involved in protest, the jury of appeal shall consist of observer and two other neutral persons may be co-opted by the observer of the tournament with prior consent of the Secretary/President of BPSMVSC.

1. The Secretary, BPSMVSC is authorized to fix venues for different games keeping in view the type of facilities in respect of grounds, equipments, accommodation and other requirements available at the venue.
2. Once an Inter-College Tournament is allotted to a college, the sole responsibility of conducting it smoothly shall be of the Principal of the concerned college. The principal shall be responsible for the proper conduct of the teams and the spectators and for providing the necessary conducting atmosphere for the conduct of matches. It is obligatory that the Principal of a host college as also some senior members of his staff be present during the whole course of the University Tournament. It is also obligatory that all kinds of cooperation be given to the observer appointed by the University for fair and smooth conduct of the tournament.
3. The players participating in the tournament and the trials are required to bring an authority letter, eligibility particulars and Identity Card from the Principal of the College.
4. Particulars of eligibility shall be filled in the prescribed proforma and sent to the Organizing Secretary, in duplicate, at least one hour before the commencement of the tournament.
5. At least half an hour before the scheduled time of the match, the manager of the teams concerned shall submit the following documents to the Organizing Secretary for scrutiny:-
  - i. A list of players from among the names contained in the eligibility proforma, who are actually to take part in the match.

— 8 —

- ii. Identity Cards of the players, playing in the match duly signed by Principal/DSW.
- 6. If a case of doubtful eligibility is brought to the notice of the Organizing Secretary, Referee/Umpire/Judge or he/she otherwise detects/discovers such case, he/she shall inform the Manager of the team concerned accordingly. The matter shall be referred to the Jury of Appeal for necessary action.
- 7. (a) A student joining more than one college in the same session shall not be eligible to take part in the BPSMV tournaments.  
(b) A college playing student, without obtaining approval of the university, shall render itself liable for disqualification.
- 8. A student, who has been disqualified by the University, on any account shall not be eligible for BPSMV tournaments during the period of his/her disqualification.
- 9. The Principals of the colleges concerned and the Physical Education Teachers/ In-charge sports are responsible and accountable for the eligibility of each member of their team and for those whom they send for trials for inclusion in the University teams.

Disputes, Protest and Penalties:

- 10. Any college/team, playing with an ineligible student in the tournament or in any other way not adhering the rules and regulations of the BPSMVSC, shall render itself for disqualification.
- 11. If for any reason, before or during a tournament/match any team wishes to lodge a protest, the team manager shall submit his written protest with a protest fee of Rs. 2000/- to an official of the BPSMV Sports Council or to the Principal of the organizing college. The match, however, shall be played and completed under protest.
- 12. All complaints or protests in connection with the tournament must be lodged to the organizing secretary till the next match of the concerned team, and must be addressed, in the first instance, to the Secretary or President, BPSMV Sports Council, accompanied by a deposit of Rs.2000/- which shall be forfeited in the event of the protest not being sustained if protest found valid the amount shall be returned.
- 13. Such protests, in which the discrepancies or defects are already known to the protesting party, shall not be entertained unless made on the spot in writing to the official In-charge of the match. Such defects should invariably be brought to the notice of the authorities of the other party before the commencement of the game and a protest may be lodged only if the party concerned pays no need to such a warning.



14. Whenever individuals or teams are suspended for misconduct or unsporting behavior in the course of play, such suspension shall continue in force until the case is decided by the Executive Board.

Travelling, Supervision and other Expenses:

15. The President, Secretary and members of the Executive Boards can travel by their own car/hired taxi for the meetings and for efficient conduct of tournaments with the prior sanction of the President/Secretary. The other persons also travelling for BPSMVSC business shall be paid TA/DA in accordance with the current university rules. In case such a person is entitled for own vehicle /hired taxi then prior approval of the President/Secretary, BPSMVSC should be obtained.
16. Members of the staff of Sports Department, travelling on BPSMVSC business shall be paid TA/DA in accordance with the current university rules.
17. The Secretary, BPSMVSC is entitled to sanction journeys for his staff and others for the efficient conduct of the tournaments (inter-college and inter-university) but the approval of the President, BPSMVSC is necessary in the case of Secretary, BPSMVSC.
18. Actual local conveyance for both ways for supervision of the matches or for arrangements connected with the organization of the matches in the university/Inter-University tournaments, to attend various meetings connected with BPSMVSC business may be paid out of BPSMVSC funds, wherever necessary and expedient, according to the rates approved by the University.
19. The T.A. of the students from college to venue of the camp shall be paid by the college concerned. If the camp is organized at a place other than BPSMV Khanpur Kalan and the girls are called to report at certain place for further inter-iversity participation, the T.A. from the coaching camp place to the reporting place shall be borne by BPSMV Sport council. The return journey charges from BPSMV to college shall be paid by the BPSMVSC.
20. Medical charges upto Rs.250/- be paid to the team participating in the Inter-University and other tournaments. However, in emergent situation actual expenses incurred may be paid on approval of the Executive Board, BPSMVSC.
21. Refreshment as approved by the University, may be provided to the members of BPSMVSC, Executive Board, Club Committees, Managers, Coaches and Technical officials of the meet and guests at the time of meetings/annual athletic meet of the University and other University/Inter-university tournaments organized by BPSMVSC @Rs.50/- per head on opening, closing and competition days.

Note: In special circumstances refreshment upto the rate of Rs.100/- per head may be served to the guests/members etc. with the prior approval of Executive Board.

22. Secretary BPSMVSC shall depute official of the Sports Department/Manager or Coach accompanying the University team for getting reservations in the railways, for each team participating in the Inter-Varsity tournaments. The TA/DA, local conveyance of the officials deputed for this purpose shall be paid out of the BPSMVSC Funds.
23. Observers appointed for various Inter-College/Inter-University trials for Inter-University Championships/tournaments shall be paid TA/DA as per BPSMVSC rules and observer fees @ Rs.700/- per day, for the actual day of the visit.
24. A coach to be appointed for coaching to various university teams shall be NIS trained persons / Physical Education professionals. However, in case of non-availability of such persons, the Secretary, BPSMVSC, in consultation with the concerned club committee shall make alternate suitable arrangements. The Secretary, BPSMVSC may also appoint more than one coach for different games on the recommendations of the concerned club committee.
25. In case of conduct of games by World Universities Games/championship abroad huge expenses are incurred. Therefore, it is provided that 75% of the expenses (excluding fee/expenses paid/incurred or to be paid/incurred by the player for procuring passport) incurred on account of conveyance, charges, bus/rail/air fare and other incidental charges e.g. local conveyance, TA/DA, diet, kits and included health & medical insurance etc. will be borne by the university/ BPSMVSC and 25% by the U.T.D. or the concerned college as the case may be. The host university abroad shall supply authenticated detail of expenses e.g. of air fare from India to abroad, lodging and boarding, conveyance charges etc. in that country. The amount shall be paid by raising an advance.

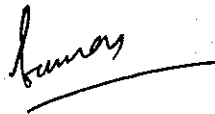
The coach/manager can accompany the player if circumstances so warrant/require. The coach/manager should be an existing employee of the institution/ university concerned. The advance shall be raised in case of them as well. There should be at least one player of BPSMV as the member of team.

26. It will be mandatory for all the affiliated colleges to send their teams for participation in Annual Athletic Meet of the university. The teams along with team Incharges should be present at the time of opening ceremony with college flag.
27. The team manager/coach appointed for an Inter-University tournament/coaching camp will have to submit an account of expenditure within 15 days after completion of the tournament/camp.
28. To participate in an Inter-University Championship the office of the BPSMVSC can take the services of any female lecturer or female employee of the

- concerned colleges to accompany the team. Priority should be given to the club member.
29. Any Physical Education professional/any official who will be invited by the BPSMVSC to assist in smooth conduct and organization of any Inter-University Tournament or any other championship will be entitled for remuneration in addition to his/her TA/DA as below;
- i. Associate/Assistant Prof./Coaches etc. @500/- per day
  - ii. Grade III employee @400/- per day
  - iii. Grade IV employee @ 200/- per day
30. All Selection Club Committees will be constituted by Executive Board with the consent of President/Secretary. Selection club committee will be responsible for recommendation and rejection of any teams for North Zone/All India Inter-University participation.
31. An honorarium of Rs.500/- per day will be paid by BPSMVSC to the Organizing Secretary of any event (for actual competition days) to meet out the small expenses.

The meeting ends with the vote of thanks by the chair.





CWP-16360-2010

-1-

IN THE HIGH COURT OF PUNJAB AND HARYANA  
AT CHANDIGARH

CWP-16360-2010

Reserved on: 09.01.2023

Date of decision: 10.02.2023

REKHA AND ANOTHER

...Petitioners

VERSUS

B.P.S. MAHILA VISHWAVIDYALAYA AND ANOTHER

...Respondents

CORAM: HON'BLE MS. JUSTICE JAISHREE THAKUR

Present:- Ms. Alka Chatrath, Advocate and  
Ms. Divya Sharma, Advocate  
for the petitioners.

Mr. Deepak Kundu, Advocate  
for the respondents.

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JAISHREE THAKUR, J.

1. The instant writ petition has been filed under Articles 226/227 of the Constitution of India, seeking issuance of a writ in the nature of certiorari for quashing order dated 31.05.2010 (Annexure P-4 and Annexure P-5), whereby the petitioners herein were relieved on the onset of summer vacation in violation of the law as laid down by the Supreme Court in *Rattan Lal versus State of Haryana and others*, AIR 1987 SC 478 and for setting aside order dated 03.09.2010 (Annexure P-13 and Annexure P-14), whereby the respondents have declined to offer appointment to the petitioners stating that they were not eligible for appointment as they have not qualified the School Teachers' Eligibility Test (hereinafter referred to be as STET) and further to issue a writ in the nature of mandamus directing the respondents to allow the petitioners to

continue on their respective posts till the regular selection is made against the posts held by them.

2. In brief, the facts as culled out are that petitioner No.1-Rekha has a qualification of Matric, Senior Secondary, M.A. in Hindi and D.Ed., whereas petitioner No.2-Poonam Suhag has a qualification of Matric, Senior Secondary, B.Sc. (Non-Med.) and B.Ed. They were appointed in Kanya Gurukul Senior Secondary School, Sonapat as the respondents decided to fill up various posts by appointing teachers and lecturers on Guest Faculty basis till the regular selections are made. Petitioner No.1 was appointed as a JBT Teacher, whereas petitioner No.2 was appointed as a Science Teacher. On account of ensuing summer vacation, the petitioners were relieved on the closing of the school during summer vacation. When the petitioners along with other Guest Faculty teachers returned after the summer break for rejoining their duties, they were not permitted to do so despite the fact that similarly situated Guest Faculty teachers/lecturers in the stream of English, Chemistry, Biology, Commerce and Sanskrit were allowed to join on 09.07.2010. Two other candidates i.e. Hindi teacher and Hindi lecturer were also allowed to join duties but the claim of the petitioners was not considered. On 28.07.2010, the respondents issued an advertisement in Dainik Bhaskar newspaper, whereby applications were invited for the post of Guest Lecturers and Guest Teachers including the post of Computer Science Teacher, Science Teacher and JBT Teacher i.e. against the posts, which the petitioners had been working for the last one year and six months.

3. Since the action of the respondents was violative of the directions issued by the Supreme Court in *Civil Appeal No.8746 of 2003*, titled as *Hargurpratap Singh and others versus State of Punjab and others*, decided on

07.11.2003, wherein it had been held that the respondents could not displace one adhoc arrangement by another adhoc arrangement, the petitioners preferred CWP No.13342 of 2010, titled as *Rekha and others versus B.P.S. Mahila Vishwavidyalaya and another* in this Court . The said writ petition was disposed of on 04.08.2010 on a statement given at the bar by learned counsel for the respondents that the petitioners would be re-engaged in the same capacity on temporary/contractual basis subject to their eligibility. However, despite a statement having been made in the Court that the petitioners would be re-engaged, the respondents refused to appoint the petitioners by impugned order dated 03.09.2010 (Annexure P-13 and Annexure P-14) on the ground that the eligibility criteria of the Directorate of School Education, Haryana, requires qualification of STET and the petitioners herein do not have the necessary qualification. Aggrieved against the action of the respondents, the present petition has been filed.

4. Learned counsel for the petitioners would contend that the petitioners were appointed as Guest Faculty and they continued to work satisfactorily till the time they were relieved by order dated 31.05.2010. This order was passed so that the petitioners would not be paid during the summer vacation, which action was totally in violation of the judgment as rendered by the Supreme Court in *Rattan Lal versus State of Haryana and others, AIR 1987 SC 478*. It is further argued that despite having given a statement in this Court by learned counsel for the respondents that the petitioners would be re-engaged in the same capacity on temporary/contractual basis subject to their eligibility, the same has not been done only on the ground that the petitioners do not have the necessary qualification of having passed STET. It is further submitted that similarly situated persons have been employed by the respondents, who have

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not qualified the said test and, therefore, on the basis of parity, they would also be entitled to be taken back in service.

5. *Per contra*, learned counsel for the respondents would urge that the petitioners could not be re-engaged because eligible applicants for the posts of lecturers/teachers were available. It is also argued that as per Chapter 30 of School Cadre (Group-C) Service Rules, 1998; Chapter 32 of Primary School (Group-C) Service Rules, 1994 and Haryana School Education Rules, 2003 as amended from time to time, there is a specific condition that JBT teachers as well as Science Mistresses should have a certificate of having qualified STET. As per para 4 of Education Department letter No.15/59-2005 CO(3) dated 29.11.2005 issued by the Financial Commissioner and Principal Secretary to Government of Haryana, Education Department, it is stated that the candidates for the post of teachers on Guest Faculty are to fulfill all the qualifications prescribed for the said post as laid down in the Service Rules for direct recruitment.

6. He would further submit that the Kanya Gurukul Senior Secondary School, Sonapat-respondent No.2 is a constituent of B.P.S. Mahila Vishwavidyalaya, Sonapat-respondent No.1, which came into existence by an Act of the State Legislature in the year 2006 and it is still in the process of framing its own rules and regulations. Till such time, respondent No.1 framed its own rules and regulations, the rules and regulations of M.D. University, Rohtak were being followed. It is clearly stipulated in clause 'c' of Chapter XXVII of M.D. University Calender, Volume III that the qualification for Guest/Part-time teachers should be the same as those prescribed for the regular teachers of the University. Therefore, once the petitioners did not have the qualification of having passed the STET examination, they could not be

considered for appointment. It is further submitted that the advertisement that was issued and which is also under challenge in the writ petition, clearly stipulated that qualifications were to be as per the Government norms.

7. I have heard learned counsel for the parties and with their able assistance have gone through the pleadings of the case.

8. The facts are not in dispute. The petitioners herein were appointed as Guest Faculty with Kanya Gurukul Senior Secondary School, Sonapat on 16.01.2009 and 24.08.2009 respectively as JBT Teacher and Science Teacher. They were relieved on 31.05.2010 and, thereafter, an advertisement was issued on 28.07.2010 to fill up the said posts. The entire claim of the petitioners is that their services were illegally dispensed with only on account of not having to pay for the summer vacation and even despite a statement given in Court in CWP No.13342 of 2010, that they would be re-engaged, they have not been re-engaged even on contractual basis primarily on the ground that they do not have STET qualification, which qualification is not possessed by other candidates, who were allowed to re-join.

9. As per Appendix-B to rule 7 of Chapter 32 of Primary School (Group-C) Service Rules, 1994, the basic qualification and experience of a JBT Teacher, which petitioner No.1 did not possess, is reproduced as under:-

**" 2. Junior Basic Trained (JBT) Teacher -**

(i) Graduate with English as one of the optional/elective subjects.

*Provided that individuals who have already done JBT after 10+2 will be eligible for a period of 2 years. Such 10+2 individuals, if recruited, shall be required to comply with the condition of passing graduation within a period of 5 years.*

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- (ii) *Passed two years Junior Basic Training Course of Diploma-in-Education Training Course from Haryana Education Department or its equivalent recognized by the Haryana Government with special training in child psychology and behaviour of child upto the age of 12 years.*
- (iii) *Matric with Hindi/Sanskrit.*
- (iv) *Certificate of having qualified School Teachers Eligibility Test (STET).*

As per Appendix-B to rule 7 of Chapter 30 of School Cadre (Group-C) Service Rules, 1998, the basis qualification and experience of a Science Master/Mistress, which petitioner No.2 did not possess, is reproduced as under:-

**“3. Science Master -**

- (i) *B.Sc with B.Ed from a recognized University, with any of the two subjects in B.Sc.:-*
- (1) *Physics* (2) *Chemistry*  
(3) *Botony* (4) *Zoology*
- (ii) *B. Sc. Education (4 years course) from a recognized University with any of the two subjects out of the following-*
- (1) *Physics* (2) *Chemistry*  
(3) *Botony* (4) *Zoology*
- (iii) *Matric with Hindi/Sanskrit.*
- (iv) *Certificate of having qualified School Teachers Eligibility Test (STET).*

10. As per the affidavit dated 10.11.2017 filed on behalf of the respondents, petitioner No.1 was engaged as Guest Faculty with effect from 16.01.2009 on a vacant post being created due to one regular JBT teacher being sent out on deputation. She could not be re-engaged on account of the fact that she did not fulfill the requisite qualification and other eligibility criteria as per

the terms and conditions of letter No.15/59-2005 CO(3) dated 18.09.2006, issued by the Financial Commissioner and Principal Secretary to Government of Haryana, Education Department, which clearly stipulated that the applicant should fulfill all qualifications prescribed for the post as laid down in Service Rules for direct recruitment, which required a candidate to have qualified STET. The regular JBT teacher Ms. Sukhvinder Devi re-joined on 07.08.2010 and, therefore, the petitioner cannot be re-engaged apart from the fact that she does not possess the necessary qualification. Even petitioner No.2 did not have the qualification to be appointed as per the eligibility criteria. One Ms. Poonam Rani was appointed on the post of Teaching Assistant (TGT Science) and on her resignation from the said post on 11.02.2014, Ms. Uma Rani, B.Sc, M.Sc. (Chemistry), HTET (TGT) was engaged as a Teaching Assistant (TGT Science) as she fulfilled all the requisite qualifications. In view of the categorical stand taken by learned counsel for the respondents and the affidavit filed stating that the petitioners herein do not have the necessary qualifications to be appointed or even re-engaged as Guest Faculty teacher on not having the necessary STET certificate, no ground is made out to interfere in this writ petition.

11. The argument as raised by learned counsel for the petitioners that CWP No.13342 of 2010, filed by the petitioners was disposed of by this Court on 04.08.2010, on a statement given at the bar by learned counsel for the respondents that the petitioners would be re-engaged, has no bearing, considering the fact that the said writ petition was disposed of to consider the case of the petitioners and to offer them appointment, if they were eligible. Their matter was considered by the authorities concerned and they were found ineligible on account of not having the requisite STET certificate. Another argument as raised by learned counsel for the petitioners that there was no

requirement of having an STET qualification, which was introduced subsequently, would also be of no consequence considering the fact that the Service Rules itself provide STET as a necessary qualification. Even the aforementioned letter issued by the Financial Commissioner and Principal Secretary to Government of Haryana, Education Department, categorically states that all the applicants must possess the necessary qualifications prescribed for the said post as laid down in Service Rules for direct recruitment.

12. Consequently, the instant writ petition, being devoid of any merit, is hereby dismissed.

10.02.2023  
Chetan Thakur

(JAISHREE THAKUR)  
JUDGE

Whether speaking/reasoned : Yes/No

Whether reportable : Yes/No

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EXT/1/2965  
2/11/23

Most Urgent

From

Additional Chief Secretary to Govt. of Haryana,  
Higher Education Department, Chandigarh.

To

The Registrars,

1. Kurukshetra University, Kurukshetra
2. Maharishi Dayanand University, Rohtak
3. Ch. Devi Lal University, Sirsa
4. Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat)
5. Indira Gandhi University, Meerpur, Rewari
6. Chaudhary Ranbir Singh University, Jind
7. Gurugram University, Gurugram
8. Chaudhary Bansi Lal University, Bhiwani
9. Dr. B.R. Ambedkar National Law University, Rai, Sonapat
10. Maharshi Valmiki Sanskrit University, Mundri (Kaithal),

Memo No: 18/255-2022 UNP (2) E-724968

Dated, Panchkula the 23-10-2023

**Subject:-** Clarification regarding revision in Qualifications made by the University for promotion to the post of Asst. Registrar and other Non-Teaching posts.

\*\*\*\*\*

Kindly refer to the subject cited above.

It has been observed that the State Universities change/modify the Service Rules/Criteria especially for Non-Teaching posts randomly without taking assent of Hon'ble Governor Chancellor and approval of the State Government which creates litigation for the department as well as for the universities.

Therefore, I have been directed to inform that all the modifications/changes made as on date by the universities in the service rules/qualifications/criteria, are hereby freezed.

From now onwards, Instructions No. 13/39/2020-4GS-II dated 02.11.2020, issued by the office of Chief Secretary to Government of Haryana, have to be followed in letter and spirit.

DA: As above.

*Excmpt & Pubp  
D. S. S. S.  
31/10/2023*

Superintendent UNP

for Additional Chief Secretary to Govt. of Haryana,  
Higher Education Department, Chandigarh.

Endst No. Even

Dated: Panchkula, the

A copy of the above is forwarded to the Registrar, Kurukshetra University, Kurukshetra with reference to their letter no. ET-4/23/5806 dated 13.07.2023.

*sd-*  
Superintendent UNP

for Additional Chief Secretary to Govt. of Haryana,  
Higher Education Department, Chandigarh.

EN-I - 70(a) - 174

Amendment - 16(b)

No. 13/39/2020-4GS-II

HARYANA GOVERNMENT  
GENERAL ADMINISTRATION DEPARTMENT  
(GENERAL SERVICES-II BRANCH)

Dated Chandigarh 2<sup>nd</sup> November, 2020

To

1. All the Administrative Secretaries to Government, Haryana.
2. All the Heads of Department, Haryana.
3. All the MDs/CAs of Boards/Corporations/Institutions in the State of Haryana.
4. All the Commissioners, Ambala, Hisar, Rohtak, Gurugram, Karnal & Faridabad Divisions
5. All Deputy Commissioners and Sub Divisional Officer (Civil) in Haryana.
6. All the Registrars of Universities in the State of Haryana.

**Subject:** Regarding verification of Service Rules of Boards/Corporations/Public Sector Undertakings/Statutory Bodies/Commissions etc. of the State Government.

Sir/Madam,

I am directed to invite your attention on the subject cited above and to say that draft Service Rules of all the Departments framed under Article 309 of the Constitution of India are examined and verified by Government in the General Administration Department in the light of Model Service Rules and instructions issued from time to time. The Service Byelaws of the employees of Boards/Corporations/Public Sector Enterprises/Statutory Bodies/Commissions/Authorities/Societies etc. of State Government are framed at their own level. It has come to notice that byelaws of some of the Boards/Corporations/Public Sector Undertakings etc. are sometimes not in consonance with the Model Service Rules/instructions issued by Government from time to time. Although, the Haryana Bureau of Public Enterprises examines the proposals of Boards and Corporations, there are instances where posts created in a particular Board/Corporation are sometimes taken as a precedent to demand parity/equivalence by other Boards/Corporations.

2. To introduce fiscal/administrative discipline and propriety, Government has decided that in future the draft Service Byelaws of all the employees or any amendment therein of all the Boards/Corporations/Public Sector Enterprises/ Statutory Bodies/Commissions/ Societies/Authorities etc. will be sent by the Administrative Department concerned to the Chief Secretary to Government Haryana in General Administration Department for examination before the same are sent to HBPC or any other authority for finalization.

3. These instructions may please be brought to the notice of all concerned

Yours faithfully,

*Ratnas*  
Under Secretary, General Administration,  
for Chief Secretary to Government Haryana

-70(b)-

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**BHAGAT PHOOL SINGH MAHILA VISWAVIDYALAYA  
KHANPUR KALAN**

**Annual Self-Appraisal Report for Teachers**  
(To be filled at the end of every academic year).

ACADEMIC YEAR: \_\_\_\_\_

1. Name : \_\_\_\_\_
2. Date of Birth : \_\_\_\_\_
3. Designation : \_\_\_\_\_
4. Department : \_\_\_\_\_
5. Faculty : \_\_\_\_\_
6. Date of appointment : \_\_\_\_\_
  - a. in the institution/university/Department: \_\_\_\_\_
  - b. in the present post : \_\_\_\_\_
7. Area of Specialization : \_\_\_\_\_
8. Address (Residential): \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 City: \_\_\_\_\_ Pincode: \_\_\_\_\_  
 Contact No.: \_\_\_\_\_ eMail: \_\_\_\_\_

**9. Teaching:**

Classes taught includes sessions on tutorials, lab and other teaching related activities; **Good** - 80% & above; **Satisfactory** - Below 80% but above 70% ; **Not satisfactory** - Less than 70%

Sr. No.	Course/Paper	Number of Classes Assigned	Number of Classes Taught	Average Score (Number of Classes taught /Total Classes Assigned) x 100 =	Grading
1.					
2.					
3.					
4.					
5.					
6.					
7.					
8.					
<b>Total</b>					

10. Steps taken for the teaching of periods missed during absence of leave:

Sr. No.	Details
1.	
2.	

11. Details of Course Teaching Plan, synopses of lectures and reading list supplied to students:

Sr. No.	Details
1.	
2.	

12. Preparation and Imparting of Knowledge/instructions as per curriculum; syllabus enrichment by providing additional resources to students:

Sr. No.	Course	Reaching/Instructional material consulted & prescribed	Additional Resource provided
1.			
2.			

13. Use of participatory and innovating teaching-learning methodologies, updating of subject content, course improvement etc.:

Sr. No.	Short Description	
1.		
2.		

14. Development of New Course:

Sr. No.	Short Description	
1.		
2.		

15. Ph.D. Research Supervision:

Sr. No.	Number of Students at the beginning of the year	Registered during the year	Completed during the year
1.			
2.			

16. Research Projects:

Sr. No.	Project Title	Funding Agency with Amount	No. of Investigators	Duration
1.				
2.				

*[Handwritten Signature]*  
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**17. Consultancy:**

Sr. No.	Project Title	Funding Agency with Amount	No. of Consultants	Duration
1.				
2.				

**18. Patents:**

Sr. No.	Name of Patent	Details of Registration	Level (National /International)
1.			
2.			

**19. Research Papers in Peer-Reviewed or UGC CARE Listed Journals:**

Sr. No.	Title of publication	Journal, Volume, Year, Page Numbers, ISSN No. and	Thomson Reuters Impact factor	Name of author(s) as appearing in the publication	DOI
1.					
2.					
3.					

**20. Publications (other than Research papers):**

**Books authored which are published by;**

Sr. No.	Book Title with name of author(s) as appearing in the publication	Volume, Year	Book/ Chapters / Edited book	International/ National publishers	ISBN No.
1.					
2.					

**Translation works in Indian and Foreign Languages by qualified faculties**

Sr. No.	Book Title with name of author(s) as appearing in the publication	Volume, Year	Book/ Chapters / Research Paper	International/ National publishers	ISBN No.
1.					
2.					

**21. Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula:**

Development of Innovative pedagogy		Authors
1.		
2.		
Design of new curricula and courses		Authors
1.		
2.		
Development of complete MOOCs in 4 quadrants (4 credit course)		Authors

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1.		
2.		
MOOCs (developed in 4 quadrant) per module/lecture		Authors
1.		
2.		
Content writer/subject matter expert for each module of MOOCs (at least one quadrant)		Authors
1.		
2.		
Course Coordinator for MOOCs (4-credit course)		Authors
1.		
2.		
<b>E-Content</b>		
Development of e-Content in 4 quadrants for a complete course/e-book		Authors
1.		
2.		
e-Content (developed in 4 quadrants) per module		Authors
1.		
2.		
Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)		Authors
1.		
2.		
Editor of e-content for complete course/paper /e-book		Authors
1.		
2.		

**22. Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government):**

Sr. No.	Name of Policy Document	Name of Agency to whom submitted	Level
1.			
2.			

**23. Awards/Fellowship:**

Sr. No.	Title of Award /Fellowship	Name of Awarding Institution	Level
1.			
2.			

24. Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings:

Sr. No.	Title of the Paper Presented	Presented By	Title of the conference/seminar and details of the organizers	Date of Event	International (Abroad)/ International (within country)/ National State/University
1.					
2.					

25. Involvement in the University/College students related activities /Research activities:

Sr. No.	Activity	Details of Activities actually undertaken
1.	Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Coordinator, Warden etc.	
2.	Administrative responsibilities such Convener, Member etc. of the Department/University Level Committee	
3.	Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services	

26. Participation in Examination Duties:

Sr. No.	Type of Examination Duties	Duties Assigned	Duties Performed	Remarks
1.	University Evaluation			
2.	Internal Evaluation			
3.	Paper Setting			
4.	Assessment of Home Assignments			
5.	Conduct of Examinations			
6.	Evaluation of Dissertation			

27. Details of Innovation/Contribution to teaching in the year under review:

Sr. No.	Particulars	Details
1.	Design of Curriculum/Updation of Curriculum	
2.	Teaching Methods/Practice	
3.	Evaluation Methods	
4.	Laboratory Experiments	
5.	Remedial Teaching / Student Counselling (Academic)	
6.	Mentor-Mentee	
7.	Preparation of resource material including books, reading materials, laboratory manuals etc.	
8.	Any other	

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- 75 -

**28. Organized Seminar/Conference/Workshops/FDPs, etc. :**

Sr. No.	Title and Theme	Organising Department	Dates	Funding Agency	National/International /State Level
1.					
2.					

**29. Participation in Refresher / Orientation Courses:**

Sr. No.	Title/Theme of Refresher/Orientation Course	Dates	Venue	Organising Agency
1.				
2.				

**30. Extension work/Community Service :**

Sr. No.	Details of contribution
1.	
2.	

**31. Membership or Fellowship of Professional/Academic/Statutory Bodies/Societies/University/Institutions, etc. :**

Sr. No.	Details
3.	
4.	

**32. Achievement :**

Sr. No.	Details
1.	
2.	

**33. Difficulties faced, if any :**

Sr. No.	Details
1.	
2.	

*Devi*  
- 76 -

34. Any other relevant information:

Sr. No.	Details
1.	
2.	
3.	
4.	

Date

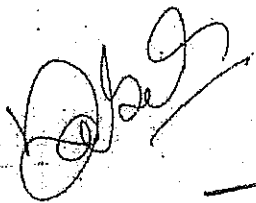
Signature of the Faculty Member

Date

Verified by the Chairperson  
Seal and Signature

Date

Observations of the Vice-Chancellor  
Seal and Signature



- 77 -

THE PROCEEDINGS OF THE MEETING OF THE COMMITTEE CONSTITUTED BY THE VICE-CHANCELLOR TO REVIEW THE EXISTING RULES AND REGULATIONS OF THE CHILD CARE LEAVE HELD ON 25.09.2023:

The following were present:-

- |   |                   |                  |
|---|-------------------|------------------|
| 1. Prof. Sanjeev Sharma, Registrar, KUK             | (attended online) | Convener         |
| 2. Dr. Lalit Sethia, Assistant Professor, HIPA      | (attended online) | Member           |
| 3. Mrs. Gyan Girdhar, Deputy Registrar, MDU, Rohtak |                   | Member           |
| 4. Deputy Registrar (ET), BPSMV, Khanpur Kalan      |                   | Member Secretary |

Recommendations:

The Committee after going through the existing rules of Child Care Leave (CCL) framed by the University and recommends as under:

Existing	Proposed / amended
<p><b>Point No. 1</b> CCL may be granted for a maximum period of 2 years (i.e. 730 days) during the entire service to a woman University employee for taking care of her two eldest surviving children below the age of 18 years only. No CCL will be admissible for third or next child irrespective of his age.</p>	No change
<p><b>Point No. 2</b> CCL will not be debited against the leave account, but will be admissible when the concerned woman University employee has not earned leaves at her credit.</p>	The condition to exhaust the earned leave at her credit before availing CCL has been withdrawn as per Haryana Govt. notification dated 01.02.2016.
<p><b>Point No. 3</b> No CCL will be admissible during probation period, however, the same may be granted during extended year, if any, for a period not more than two months.</p>	No change
<p><b>Point No. 4</b> The nature of CCL will be like the Earned Leave, therefore, Saturdays, Sundays, Gazetted holidays, etc. falling during the period of leave would also be counted for CCL, as in case of Earned Leave</p>	No change
<p><b>Point No. 5</b> The leave salary as admissible while on Earned Leave will also be admissible during the period of CCL up to 730 days.</p>	No change
<p><b>Point No. 6</b> CCL may also be allowed for the third year as 'Leave not due' (without production of medical certificate) or it may be combined with leave of the kind due and admissible provided no Earned Leave should be in her credit at that time and leave salary during the third year will be the same as admissible while on 'leave not due' or leave of the kind due, as the case may</p>	No change

be.	
<p><b>Point No. 7</b> CCL cannot be demanded as a matter of right and under no circumstances can any employee proceed on CCL without prior sanction of leave by the competent authority</p>	No change
<p><b>Point.No.8</b> The decision to allow CCL has been taken by University with the intention to facilitate the women University employees to take care of their children at the time of need but it does not mean that CCL should disrupt the functioning of the offices/ Institutions/ Departments etc. Therefore, It will be the duty of sanctioning authority to keep this in view and to inform the next higher authority regarding position of work while recommending the case of grant of CCL of a woman University employee working under his control</p>	No change
<p><b>Point.No.09</b> CCL may be sanctioned by the authority already competent under the rules to grant Earned Leave to the concerned woman University employee for a period of 120 days within India and 240 days out of India. Cases of over and above this extent will be sent to the next higher authority and the same should be sent minimum 30 days before the date of commencement of CCL.  Further, the Executive Council in its meeting held on 19.12.2017 vide resolution No. 12 has also approved that following:  "Keeping in view, the shortage of teaching and non-teaching staff in the University, the House resolved that only three months Child Care Leave shall be granted in the first instance. Resolved further that the Vice-Chancellor be authorized to sanction the Child Leave up to a maximum of six months in the very special circumstances".  Point No. 9 (b)- Child Care Leave up to fifteen days to any of the non-teaching staff shall be granted by her Controlling Officers. The Child Care Leave up to three months may be granted by the Registrar. The CCL beyond three months upto maximum period of six months shall be granted by the Vice-Chancellor in very special circumstances (approved by the Executive Council Resolution No. 7 dated 02.12.2022).</p>	No change
<p><b>Point No. 10</b> Any other kind of leave e.g. Maternity Leave/Commuted Leave/Extraordinary</p>	No change

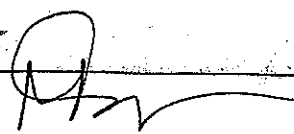
- 19 -

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<p>Leave/Child Adoption Leave/Half Pay Leave may be prefixed or affixed to CCL but Earned Leave cannot be affixed to CCL. Earned Leave may be availed in combination of CCL but the later cannot be affixed to Earned Leave.</p>	
<p><b>Point No. 11</b> As per provision in Rule 8.121 of CSR Vol-1 part-1 the period of willful absence can only be converted into EOL only by the leave sanctioning authority, therefore, the period of willful absence or unauthorized absence cannot be converted into CCL.</p>	No change
<p><b>Point No. 12</b> The period of Earned Leave or any other kind of leave already sanctioned or availed cannot be converted into CCL with retrospective.</p>	No change
<p><b>Point No. 13</b> A spell of CCL will not be less than 15 days and it may be availed not more than twice in a year. There should be a gap of minimum three months between two spells of CCL. The extension in CCL will be admissible only on acute medical grounds by the Vice-Chancellor (approved by the Executive Council Resolution No. 7 dated 02.12.2022).</p>	No change.
<p><b>Point No. 14</b> A woman employee already on leave (other than CCL) within India or out of India, who submits her application for grant of CCL, the same may be considered provided she submits application one month before the expiry of leave. If CCL is not sanctioned by the competent authority before the expiry of leave, she will have to join her duty.</p>	No change
<p><b>Point No. 15</b> CCL is meant for the care of children, therefore, LTC is not admissible while on CCL.</p>	No change
<p><b>Point No. 16</b> The leave account of CCL shall be maintained in the proforma enclosed herewith and kept in the service book of the concerned woman Government employee. This policy is applicable to women University Employees working on regular basis, ad-hoc basis and also work-charged basis to take to their children at the time of need whether for rearing or to look after any of their needs like examination, sickness, etc.</p>	No change

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-3-



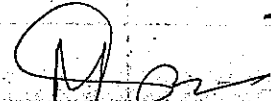
<p><b>Clause No. 17</b> Not more than one teacher of the Department shall be granted Child Care Leave at one point of time. If there is more than one applicant, then senior most teacher amongst the applicants shall be given preference. In case of Non-teaching not more than 10% of the female employees in a cadre shall be granted Child Care Leave at one point.</p>	<p><b>Clause No. 17</b> No change</p>
<p>Further, in case of non-teaching not more than one non-teaching employee of a branch/office shall be granted CCL at one point of time (approved by the Executive Council Resolution No. 7 dated 02.12.2022).</p>	<p>No change</p> <p>Further, if there is more than one applicant then the Vice-Chancellor may decide the case by taking into consideration of the grounds and circumstances. However, overall it shall be the discretion of the sanctioning authority to decide such cases as per merit of the cases</p>

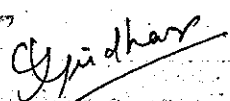
**NOTE:**

In all cases not more than 20% of the teachers of a department can be on Sabbatical leave/Study Leave/Child care Leave/ Extra Ordinary Leave taken together at any point in time. Fraction of 0.5 and above will be considered as one calculation.

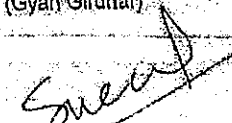
In addition to above changes to existing CCL rules, the Committee also recommended that

1. The GAZ Notification issued by the State Government dated 23.02.2023 regarding Child Care Leave to single male Government employees may also be adopted and inserted in the said rules.
2. In the said rules, the words "women employee" shall be substituted with the words "women employee & single male employee"
3. Provided further that condition of less than eighteen years shall not be applicable to the Divyang Child, if
  - (a) Impairment is more than sixty percent as per impairment certificate issued by the competent authority; and
  - (b) Divyang Child is completely dependent on the female Government employee or single male Government employee, as the case may be.

  
(Mahender Singh)

  
(Gyan Girdhar)

  
(Lalit Sethia)

  
(Sanjeev Sharma)



# Annexure - 19

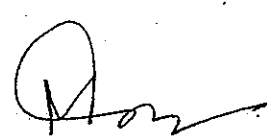
Minutes of the meeting of the committee constituted by the Vice-Chancellor held on 08.11.2023 at 03.00 P.M. in the office of the Dean Academic Affairs with regard to make recommendation regarding selection criteria for promotion of Associate Professor and Professor in the University teaching departments and also for the said post meant for Institute for Higher Learning under CAS. The following members were present in the meeting:

- |                                       |            |
|---------------------------------------|------------|
| 1. Dean Academic Affairs              | - Convener |
| 2. Director, IQAC                     | - Member   |
| 3. Dean of College                    | - Member   |
| 4. Dean of Faculty of Social Sciences | - Member   |
| 5. Director Research                  | - Member   |

(He could not attend the meeting due to his busy schedule).

The above Committee made the recommendations for the purpose which are attached herewith for further necessary action.

  
08/11/2023  
Dean Academic Affairs

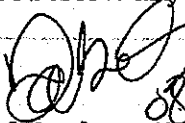
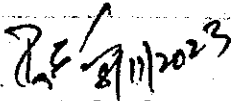
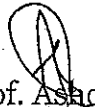
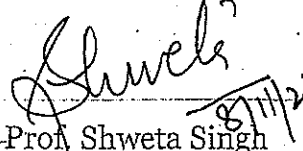
  
8/11/23  
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**CRITERIA/WEIGHTAGE FOR PROMOTION OF ASSISTANT PROFESSOR  
(SELECTION GRADE/ACADEMIC LEVEL 12) TO ASSOCIATE  
PROFESSOR/EQUIVALENT CADRES: (LEVEL 13A) UNDER CAREER  
ADVANCEMENT SCHEME (CAS) IN COLLEGES**

Sr. No	Assessment Parameters (Percentage Distribution of Weightage Points)	Max Marks 100
<b>A. Contribution to Research (20%)</b>		<b>20</b>
Quality of research publications, Quality of journal (Scopus/SCI/WoS/UGC Care), impact factor (Clarivate), Citations etc.		
<b>B. Domain Knowledge &amp; Teaching Skills (60%)</b>		<b>60</b>
<b>I</b>	<b>Criteria for assessment of Domain Knowledge :</b> (30) Assessment by Selection committee through interaction and / or presentation	
<b>II</b>	<b>Criteria for assessment of Teaching Skills :</b> (30) 5-10 minutes presentation before Selection Committee. Assessment on the basis of communication, expression, confidence and response to queries.	
<b>C. Performance in Interview (20%)</b>		<b>20</b>
<b>Criteria for assessment during Interview :</b> Performance in the interview shall be judged on the basis of subject knowledge, communication skills, confidence, creative and analytical thinking, quality of responses, knowledge of ICT tools, etc. and overall personality in an aggregate manner.		
Total Marks obtained by applicant/assessed by committee (A+B+C)		
<b>Minimum 50 marks required for promotion</b>		

**Note: -**

1. Assessment of Contribution to Research (Category A) will be done by the External Subject Experts before holding the interview. Publications shall be made available to the External subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.
2. Assessment of Category B and C will be done by the Selection Committee.
3. Verification of documents related to Category A will be done by the officials of Establishment branch before interview.
4. The decision of the Selection committee shall be final and binding regarding suitability of a candidate for promotion for the post. Merely having merit points will not bestow any right of promotion to a candidate.

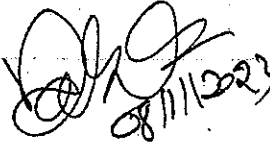
 08/11/2023     
  08/11/2023     
      
  08/11/2023  
 Prof. Sanket Vij      Prof. Ravi Bhushan      Prof. Ashok Verma      Prof. Shweta Singh

**CRITERIA/WEIGHTAGE FOR PROMOTION OF ASSOCIATE PROFESSOR (LEVEL 13A) TO PROFESSOR (LEVEL 14) UNDER CAREER ADVANCEMENT SCHEME (CAS) IN COLLEGES**

Sr. No	Assessment Parameters (Percentage Distribution of Weightage Points)	Max Marks <b>100</b>
<b>A. Contribution to Research (30%)</b>		<b>30</b>
Assessment of quality of research publications, quality of journal (Scopus/SCI/WoS/UGC Care), impact factor (Clarivate), Citations etc.  Applicant shall be required to submit minimum 10 publications in peer-reviewed or UGC-listed journals along with proof of Indexing/citation etc. out of which three research papers shall be published during the assessment period.		
<b>B. Domain Knowledge &amp; Teaching Skills (50%)</b>		<b>50</b>
<b>I</b>	<b>Criteria for assessment of Domain Knowledge :</b> (25) Assessment by Selection committee through interaction and / or presentation	
<b>II</b>	<b>Criteria for assessment of Teaching Skills :</b> (25) 5-10 minutes presentation before Selection Committee. Assessment on the basis of communication, expression, confidence and response to queries.	
<b>C. Performance in Interview (20%)</b>		<b>20</b>
<b>Criteria for assessment during Interview :</b> Performance in the interview shall be judged on the basis of subject knowledge, communication skills, confidence, creative and analytical thinking, quality of responses, knowledge of ICT tools, etc. and overall personality in an aggregate manner.		
Total Marks obtained by applicant/assessed by committee (A+B+C)		
<b>Minimum 50 marks required for promotion</b>		

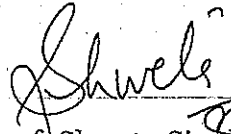
**Note: -**

1. Assessment of Contribution to Research (Category A) will be done by the External Subject Experts before holding the interview. Publications shall be made available to the External subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.
2. Assessment of Category B and C will be done by the Selection Committee.
3. Verification of documents related to Category A will be done by the officials of Establishment branch before interview.
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Prof. Sanket Vij

  
Prof. Ravi Bhushan

  
Prof. Ashok Verma

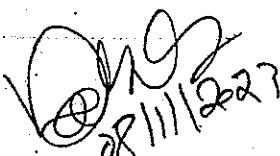
  
Prof. Shweta Singh

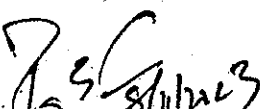
**CRITERIA/WEIGHTAGE FOR PROMOTION OF ASSISTANT PROFESSOR  
(SELECTION GRADE/ACADEMIC LEVEL 12) TO ASSOCIATE  
PROFESSOR/EQUIVALENT CADRES: (LEVEL 13A) UNDER CAREER  
ADVANCEMENT SCHEME-(CAS)-IN-UNIVERSITY**

Sr. No	Assessment Parameters (Percentage Distribution of Weightage Points)	Max Marks 100
<b>A. Contribution to Research (30%)</b>		<b>30</b>
Quality of research publications, Quality of journal (Scopus/SCI/WoS/UGC Care), impact factor (Clarivate), Citations etc.		
<b>B. Domain Knowledge &amp; Teaching Skills (50%)</b>		<b>50</b>
<b>I</b>	<b>Criteria for assessment of Domain Knowledge :</b> (25) Assessment by Selection committee through interaction and / or presentation	
<b>II</b>	<b>Criteria for assessment of Teaching Skills :</b> (25) 5-10 minutes presentation before Selection Committee. Assessment on the basis of communication, expression, confidence and response to queries.	
<b>C. Performance in Interview (20%)</b>		<b>20</b>
<b>Criteria for assessment during Interview :</b> Performance in the interview shall be judged on the basis of subject knowledge, communication skills, confidence, creative and analytical thinking, quality of responses, knowledge of ICT tools, etc. and overall personality in an aggregate manner.		
Total Marks obtained by applicant/assessed by committee (A+B+C)		
<b>Minimum 50 marks required for promotion</b>		

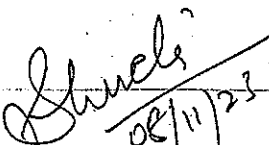
**Note: -**

1. Assessment of Contribution to Research (Category A) will be done by the External Subject Experts before holding the interview. Publications shall be made available to the External subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.
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28/11/23  
Prof. Sanket Vij

  
8/11/23  
Prof. Ravi Bhushan

  
Prof. Ashok Verma

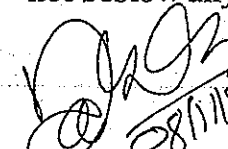
  
08/11/23  
Prof. Shweta Singh


**CRITERIA/WEIGHTAGE FOR PROMOTION OF ASSOCIATE PROFESSOR (LEVEL 13A) TO PROFESSOR (LEVEL 14) UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY**


Sr. No	Assessment Parameters (Percentage Distribution of Weightage Points)	Max Marks <b>100</b>
<b>A. Contribution to Research (50%)</b>		<b>50</b>
Assessment of quality of research publications, quality of journal (Scopus/SCI/WoS/UGC Care), impact factor (Clarivate), Citations etc.  Applicant shall be required to submit minimum 10 publications in peer-reviewed or UGC-listed journals along with proof of Indexing/citation etc. out of which three research papers shall be published during the assessment period.		
<b>B. Domain Knowledge &amp; Teaching Skills (30%)</b>		<b>30</b>
<b>I</b>	<b>Criteria for assessment of Domain Knowledge :</b> (15) Assessment by Selection committee through interaction and / or presentation	
<b>II</b>	<b>Criteria for assessment of Teaching Skills :</b> (15) 5-10 minutes presentation before Selection Committee. Assessment on the basis of communication, expression, confidence and response to queries.	
<b>C. Performance in Interview (20%)</b>		<b>20</b>
<b>Criteria for assessment during Interview :</b> Performance in the interview shall be judged on the basis of subject knowledge, communication skills, confidence, creative and analytical thinking, quality of responses, knowledge of ICT tools, etc. and overall personality in an aggregate manner.		
Total Marks obtained by applicant/assessed by committee (A+B+C)		
<b>Minimum 50 marks required for promotion</b>		


**Note: -**

1. Assessment of Contribution to Research (Category A) will be done by the External Subject Experts before holding the interview. Publications shall be made available to the External subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.
2. Assessment of Category B and C will be done by the Selection Committee.
3. Verification of documents related to Category A will be done by the officials of Establishment branch before interview.
4. The decision of the Selection committee shall be final and binding regarding suitability of a candidate for promotion for the post. Merely having merit points will not bestow any right of promotion to a candidate.

  
08/11/2023  
Prof. Sanket Vij

  
23/11/2023  
Prof. Ravi Bhushan

  
Prof. Ashok Verma

  
27/11/23  
Prof. Shweta Singh

# Annexure - 20

For M.A.

DRET-3266

9/10/2023

*suvek*  
4/10/23

CF-9082-  
06/x/2023

From

Director Higher Education,  
Shiksha Sadan, Sector 5  
Panchkula, Haryana

The Vice Chancellor,  
Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, Sonapat,  
Haryana

Memo No:18/86-2023 UNP(1), E. No.989546  
Dated, Panchkula the 03.10.2023

**Subject:-** Regarding Economy measure for ex-post-facto approval of filling up of sanctioned vacant Teaching and Non-Teaching posts and conversion of existing posts in the State Universities.

Kindly refer to the subject cited above.

I have been directed to inform you that on the recommendation of the Committee, the Government has allowed the university to fill up sanctioned vacant Teaching and Non-Teaching posts and conversion of existing posts by exempting FD's Instructions bearing No. 5/6/2002-1B&C. Dated 06.02.2023 to fill up Teaching and Non-Teaching posts as per the details given below:-

Details of Teaching posts allowed to be filled in the year 2022

Sr. No.	Name of the Department	Posts	Sanctioned Posts	Filled up	Still lying vacant	Posts allowed to be created/revived
1	English	Associate Professor	2	1	1	1
2	Foreign Language	Associate Professor	1	-	1	Post shifted to Economics)
3	Law	Professor	2	-	2	1
		Associate Professor	3	-	3	1
4	Management Studies	Associate Professor	3	2	1	1
		Assistant Professor	5	4	1	1
5	Commerce	Professor	1	-	1	1
		Associate Professor	2	-	2	2
6	Hotel Management	Professor	1	-	1	1
		Associate Professor	1	-	1	1
		Assistant Professor	2	1	1	1
7	Computer Science Engineering & IT	Associate Professor	1	-	1	1

~~Registrar~~

*M.A. 9/10/23*

*S.R.C (A)*

*M.R (A)*

*Manoj 9/10/2023*

*Asst II*

8	Electronics & Communication Engineering	Associate Professor	2	1	1	1
9	Fashion Technology	Associate Professor	1	-	1	1
10	Chemistry	Associate Professor	2	-	2	1
		Assistant Professor	5	-	5	5
11	Physics	Associate Professor	2	-	2	1
		Assistant Professor	5	-	5	5
12	Mathematics	Professor	1	-	1	1
		Associate Professor	2	-	2	2
		Assistant Professor	5	0	5	5
13	Social Work	Associate Professor	1	-	1	1
14	Economics	Professor	1	-	1	1
		Associate Professor	2	1	1	1+1 (1 shifted from Foreign Language)
15	History & Archaeology	Associate Professor	2	-	2	1
		Assistant Professor	4	-	4	3
16	Political Science	Associate Professor	2	-	2	1
		Assistant Professor	4	-	4	3
17	Geography	Professor	1	-	1	1
		Assistant Professor	4	-	4	3
18	Pharmaceutical Education & Research	Professor	1	-	1	1
		Associate Professor	3	1	2	2
		Assistant Professor	3	2	1	1

19	Physical Education	Professor	1	-	1	1
		Associate Professor	2	-	2	1
		Assistant Professor	4	-	4	4
20	Food & Nutrition	Professor	1	-	1	1
		Associate Professor	2	-	2	1
		Assistant Professor	4	-	4	2
21	BPS Institute of Teacher Training & Research	Principal	1	-	1	1 (Converted to Professor)
		Associate Professor	2	-	2	2
		Assistant Professor	13	10	3	3
22	MSM Institute of Ayurveda	Professor	5	2	3	3
		Assistant Professor	18	13	5	5
23	BPS Institute of Higher Learning	Principal	1	1	-	To be converted as Professor on vacancy.
		Assistant Professor	30	22	8	8
24	Regional Centre at Kharal (Jind)	Associate Professor	3	-	3	2 1. English 1. Pol. Sci.
		Assistant Professor	13	-	13	12 Hindi-2, Eng.-1, Skt.-1., Pol. Sci.-1, Eco.-1, His.-1, Phy.-1, Chem.-1, Math.-1, Mgt.-1, Com.-1.
25	Regional Centre at Krishna Nagar (Rewari)	Assistant Professor	3	-	3	Kept pending.
		Assistant Professor	10	-	10	



**Non-Teaching Posts Allowed to be filled**

Sr. No.	Name of Post	No. of sanctioned posts	No. of filled posts	No. of vacant posts	No. of posts allowed to be created/revived
1	Controller of Examination	1	-	1	1
2	Librarian	1	-	1	1
3	Jr. Scale Stenographer	7	-	7	7
4	Assistant	35	31	4	4
5	Accountant	9	6	3	3
6	Accounts Clerk	2	-	2	2
7	Clerk-cum-DEO	38	13	25	15 Regular 10 HKRN
8	Steno-typist-cum-Clerk	20	-	20	10 HKRN
9	Driver	13	7	6	3 Regular 3 HKRN
10	Lab Attendant	59	30	29	15 Regular 14 HKRN
11	Junior Engineer	6	1	5	4. (Preferably Women)
12	Draftsman	1	-	1	1 HKRN
13	Hostel Supervisor	8	7	1	1
14	Hostel Attendant	19	15	4	4 HKRN
15	Library Attendant	4	3	1	1
16	Library Assistant/ Assistant Librarian	3	1	2	2
17	Tabla Player	1	-	1	1 (Deputation/HKRN)
18	Asstt. Security Officer	2	1	1	1 ( Preferably Woman)
19	Security Guard/Gate Keeper/Chowkidar	30	10	20	12 Regular 8 HKRN
20	PA to Principal	1	-	1	1 HKRN
21	Staff Nurse	10	-	10	6 Regular 4 HKRN
22	Panchkarma Technician	2	-	2	1 Regular 1 HKRN

	Panchkarma Assistant	4	-	4	2 Regular 2 HKRN
24	Attendant Dark Room	2	-	2	1 Regular 1 HKRN
25	Workshop Superintendent	2	-	2	1
26	Workshop Instructor	2	-	2	2
27	PGT	10	8	2	2 (1 Hindi & 1 Biology)
28	TGT	29	19	10	8 (3 SST, 1 Sci., 2 Eng., 1 Skt., 1 Art & Craft)
29	PRT	8	6	2	2 (1 Art & Craft and 1 English)
30	JBT	5	2	3	3
31	Pump Operator	1	-	1	1
<b>Regional Centre Kharal</b>					
32	Asstt. Registrar	1	-	1	1
33	Assistant	2	-	2	2
34	Clerk-cum-DEO	4	-	4	4
35	Library Attendant	1	-	1	1
36	Technical Asstt.	2	-	2	2
37	Computer Assistant	1	-	1	1
38	Sr. Library Asstt.	1	-	1	1
39	Clerk/DEO	3	2	1	1
40	Security Guard	2	1	1	1
<b>Regional Centre Krishan Nagar (Rewari)</b>					
41	Asstt. Registrar	1	-	1	1
42	Superintendent	1	-	1	1
43	Assistant	2	-	2	2
44	Clerk-cum-DEO	4	-	4	1 Regular 2 HKRN
45	Library Attendant	1	-	1	1
46	Technical Asstt.	2	-	2	2

47	Computer Assistant	1	-	1	1
48	Sr. Library Asstt.	1	-	1	1

**Category A: Permission to fill up existing sanctioned vacant Teaching posts in the year 2023**

Sr. No.	Name of Dept.	Post	Sanctioned	Already Filled	Still Lying Vacant	Proposal of University	No. of posts recommended to be created/revived
1	Regional Center, Rewari	Associate Professor	3	0	3	3	3 (1 Chemistry and 2 English)
2	Education	Assistant Professor	10	0	10	10	10 (1 Hindi, 2 English, 1 Math, 1 Sanskrit, 1 Political Science, 1 History, 1 Physics, 1 Chemistry and 1 Commerce)

**Category B: Proposal for conversion of existing Posts by surrendering the existing sanctioned equivalent vacant Teaching posts:**

Sr. No.	Posts to be surrendered	Number	Posts recommended against surrendered posts	Number
1	Basic and Applied Sciences (Assistant Professor)	3	Assistant Professor in the Dept. of 1 Math, 1 Physics and 1 Environment Science	3

**Category B: Proposal for conversion of existing posts by surrendering the existing sanctioned equivalent vacant Non-Teaching posts :**

Sr. No.	Name of the Department	Post	Pay Scale/Pay Level of surrendered/converted post	Pay Scale/Pay Level of post to be created/revived
1	Senior Scale Stenographer	8	L-6	5 posts of Assistants
2	Section Officer	1	L-7	1 Superintendent
3	Senior Assistant	1	L-6	1 Assistant
4	Junior Assistant	1	L-2	1 Clerk
5	Gate Keeper	5	DL	5 Security Guard
6	Chowkidar Day/Night	19	DL	19 Security Guard

7	RMO	1	L-9	1 AMO
8	Ferro Printer and other Supporting Staff	6	DL	3 Peon, 3 Mali
9	Head Clerk	2	L-6	2 Assistant
10	Librarian (Dept. of Education)	1	L-10	1 Assistant Librarian
11	Waterman/Water Carrier	7	DL	7 Peon

- The Vice Chancellor to start the selection process immediately in a transparent manner as per norms. The selection process should be completed within three months.
  - The expenditure involved in the matter will be met out within the sanctioned budget for the year 2023-24.
  - No fresh proposal for revival of posts, laying vacant for more than two years from these universities will be considered in future.
- This is issued with the concurrence of Finance Department received vide their U.O. No.60/42/2023-3FDII/22123 dated 29.09.2023.

*Wms J. S.*  
Deputy Director UNP  
for Director Higher Education,  
Haryana, Panchkula

Endst. No. 18/86-2023 UNP(1), E. No.989546

Dated, Panchkula, the 03.10.2023

A copy is forwarded to the following for information and necessary action:

- 1 PS/ACS Higher Education, Chandigarh.
- 2 PS/Vice Chairperson, HSHEC, Panchkula.
- 3 PS/DHE
- 4 Assistant UNP (2)

*Wms J. S.*  
Deputy Director UNP  
for Director Higher Education,  
Haryana, Panchkula

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HARYANA GOVERNMENT  
TECHNICAL EDUCATION DEPARTMENT

ORDER

The Governor of Haryana is pleased to appoint Smt. Neelam Rani, Lecturer in OMCA, BPS Mahila Polytechnic Khanpur Kalan on deputation basis for a period of one year or till her services are required by the departments whichever is earlier as Deputy Director (BPS) in Technical Education Department, Haryana, Chandigarh with immediate effect, against a vacant post.

2. No deputation allowance will be admissible to her & draw salary from project.

ASIT N SHARAN

Commissioner & Secy. to Govt. Haryana,  
Technical Education Department.

Dated Chandigarh, the  
7.5.06

Endst. No. 51/4/2006-172

Dated 14/6/06

A copy is forwarded to the following for information and necessary action:-

1. The Director, Technical Education, Haryana, Chandigarh.
2. Accountant General, Haryana, Chandigarh.
3. ✓ Principal, BPS Mahila Polytechnic Khanpur Kalan.
4. Officer concerned.

*Sumar Chahal*

Superintendent Technical Edu.  
for Commissioner & Secy. to Govt. Haryana,  
Technical Education Department.

23/7/06

BPS Mahila Polytechnic  
Diary No. 1493 ..... dt. 17/6/06  
File No. MR. 1/2006  
Section.....

*[Signature]*

Principal

17/6/06

## B. P. S. Mahila Polytechnic, Khanpur Kalan

TEACHER'S ATTENDANCE REGISTER FOR THE MONTH OF March 2015 11

No. 7 No. 8 No. 9  
 Name: Smt. Neelam Puri Name: Sh. Shakti Singh Malik Name: Sh. A. K. Gupta  
 Designation: Lect in COMED Lect in COMED St. Lect in Planning

Date	Arr.	Sign.	Dep.	Sign.	Arr.	Sign.	Dep.	Sign.	Arr.	Sign.	Dep.	Sign.
1												
2	9:00				9:00	by	H/L		9	W	5	W
3	9:00				9:00	by	H/L		9	W	5	W
4	9:00				9:00	by	S.W		9	W	5	W
5												
6												
7												
8												
9	9:00				9:00	by	S.W	by	9	W	5	W
10	9:00				9:00	by	S.W	by	9	W	5	W
11	9:00				9:00	by	S.W	by	9	W	5	W
12	9:00				9:00	by	S.W	by	9	W	5	W
13								of D. Anandkumar	9	W	5	W
14												
15												
16	9:00				9:00	by	S.W	by	H/L		5	W
17	9:00				9:00	by	S.W	by	9	W	5	W
18	9:00				9:00	by	S.W	by				CLEAVE
19	9:00				9:00	by	S.W	by	H/L		5	W
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26	9:00		5:00	by	9:00	by	S.W	by	9	W	5	W
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28												
29												
30	9:00		5:00	by	9:00	by	S.W	by				CLEAVE
31	9:00		5:00	by	9:00	by	S.W	by				CLEAVE

**LEAVES TAKEN**

	Sick	Casual	Previous	Total	Sick	Casual	Previous	Total	Sick	Casual	Previous	Total
This M												
Previous												
Total												

- 95 -

# B. P. S. Mahila Polytechnic, Khanpur Kalan

TEACHER'S ATTENDANCE REGISTER FOR THE MONTH OF Feb. 2015

No. 7 Name Smt. Neelam Puri No. 8 Name Sh. Suresh Singh Malik No. 9 Name Sh. A.K. Gupta  
 Designation: Lect. in O.M.C.A. Designation: Lect. in O.M.C.A. Designation: SA Lect. in Pharmacy

Date	Arr.	Sign.	Dep.	Sign.	Arr.	Sign.	Dep.	Sign.	Arr.	Sign.	Dep.	Sign.
1												
2	9.00		CLEAVE		9.00		5.00		9.00		5.00	
3												
4			CLEAVE						9.00		5.00	
5	9.00		SA		9.00		5.00		9.00		5.00	
6	9.00		SA		9.00		5.00		9.00		5.00	
7												
8												
9			C/leave		9.00		5.00		9.00		5.00	
10			C/leave		9.00		5.00		9.00		5.00	
11			CLEAVE		9.00		5.00		HL		5.00	
12			CLEAVE		9.00		5.00		9.00		5.00	
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18			CLEAVE		9.00		5.00		9.00		5.00	
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22												
23			C/leave						9.00		5.00	
24	9.00		SA		9.00		5.00		9.00		5.00	
25	9.00		SA		9.00		5.00		9.00		5.00	
26	9.00		SA		9.00		5.00		9.00		5.00	
27	9.00		SA		EX		EMERGENCY HIKEN		9.00		5.00	
28							stages death					
29												
30												
31												

### LEAVES TAKEN

	Sick	Casual	Previous	Total	Sick	Casual	Previous	Total	Sick	Casual	Previous	Total
This M												
Previous												
Total												

96

# B. P. S. Mahila Polytechnic, Khanpur Kalan

TEACHER'S ATTENDANCE REGISTER FOR THE MONTH OF January 2015

(5)

No. 25 No. 26  
 Name Ms Komal Kapoor Name Smt. Neelam Parwar  
 Designation Lect. in ECS Name Lect. in O.M.C.A.

Date	Arr.	Sign.	Dep.	Sign.	Arr.	Sign.	Dep.	Sign.	Arr.	Sign.	Dep.	Sign.
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29	9:00	[Sign]	5:00	[Sign]								
30	9:00	[Sign]	5:00	[Sign]								
31												

### LEAVES TAKEN

	Sick	Casual	Previous	Total	Sick	Casual	Previous	Total	Sick	Casual	Previous	Total
MSM												
PREVIOUS												
TOTAL					97							



Proceedings of Meeting dated: 23-12-13.

Vide - Reso NO-3 dt. 18-02-2014

Foreign Service Rules

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1. These rules shall be called the Bhagat Prasad Singh Mahila Vishwavidyalaya Foreign Service Rules.
2. In these rules, unless the context otherwise requires
  - a) 'Foreign Service' means service on deputation with central or State Government departments, other Universities and autonomous organizations.
  - b) 'University' means BPS Mahila Vishwavidyalaya, Khanpur Kalan
  - c) 'Employee' means a confirmed, regular teaching/non-teaching employee of BPS Mahila Vishwavidyalaya, Khanpur Kalan
  - d) 'Competent Authority' means the appointing authority of employees.
3. Only confirmed employees will be allowed to go on deputation and deputation is generally required by the borrowing institution.
4. Deputation is allowed on equal or higher post.
5. No employee shall be sent on Foreign Service against his/her will.
6. The competent authority may sanction employment on Foreign Service on such terms and conditions, if any, in accordance with these Rules as it may like to specify.
7. Period of Deputation/ Foreign Service

Period of Foreign Service deputation shall not be sanctioned for a period of one year which may be further extended, but not more than one year at a time.

Provided that the competent authority may extend the deputation upto a maximum period of 3 years in very exceptional circumstances. The benefit of foreign service for purposes of promotion under C.A.S. will however, be limited only for a period not exceeding three years.

Provided further that the period spent on deputation on other than teaching/research assignment will not be counted for determining the eligibility for promotion under Career Advancement Scheme by the Teaching Staff.

Provided that in no case the period of deputation and extraordinary leave (without pay) for joining another institution shall exceed 3 years during the whole tenure of service of an employee.

*[Handwritten signatures and initials]*

1) The competent authority may, however, recall an employee before the expiry of the period of deputation, if the exigencies require so.

Similarly, the foreign employer may also make a request to the parent university to recall the concerned employee from deputation.

8. The employee, who proceeds on deputation, shall opt for the pay either of the present post deputation allowances or the pay scale of the borrowing institution.

9. Pay:

**Option for scale of present post with University or borrowing institution.**

An employee joining foreign service will get his pay fixed in the pay scales of the post in foreign service under its normal rules, or will continue to draw the same pay and allowances as in the parent University.

During the period of deputation the employee will get his/her pay fixed on the deputation post in accordance with the Haryana Govt. circular letter No. 6344-5FR-1-74-1666 dated the 5<sup>th</sup> December 1974 as modified from time to time.

10. Dearness Allowance:

i. When employee opts for scale of present post of parent University

During the period of deputation, the employee will be entitled to dearness allowance and additional dearness allowance, if any, under the rules of the parent university.

ii) When employee opts for scale of borrowing institution

During the period of deputation the employee will be entitled to dearness allowance/additional dearness allowance, if any under the rules of borrowing institution/foreign employer.

11. Allowances

All allowance such as children education allowance, HRA, Dearness Allowance, Conveyance Allowance etc. will be regulated under the rules of borrowing/foreign employer.

*[Handwritten signatures and initials]*

12. **Joining Time Pay and Transfer T.A.-**

The employee on deputation will be entitled to joining time pay and transfer T.A. on joining the post on deputation and on repatriation to the parent university under the rules of the Govt./Autonomous body. The expenditure on this account will be borne by the borrowing Government/foreign employer.

13. **Travelling Allowance:**

T.A., for journey on duty during the period of deputation, will be regulated under the rules of the foreign employer to which the employees proceed on deputation.

14. **Leave, Salary and Pension contribution**

During the period of deputation, the employee will continue to be governed by the leave salary and pension contribution Rules of the parent University as applicable to him/her before such deputation.

The contribution for leave, salary and pension will be regulated under the rules contained in Appendix 3 to Accounts Code Vol 1

- 1) The borrowing Institution, individual shall pay leave Salary and Pension contribution to the University within 15 days from the end of each financial year or at the end of foreign service, failing which penal interest will be charged as per rule 10.12 of CSR Vol.1, Part 1.

(Rates of leave salary and pension contribution will be calculated by the parent university in accordance with the provisions contained in annexure-B&C of the Punjab Civil Services Rules, Vol-1, Part I)

15. **Leave Travel Concession:**

The employee on deputation will be entitled to leave travel concession under the rules of the parent University as amended from time to time and cost thereof will be borne by the borrowing institution/foreign employer.

16. **Leave:**

To be regulated under the rules of the parent University.

17. **Medical Reimbursement:**

The employee on deputation will be entitled for concessions under the rules of borrowing foreign employer. The borrowing institution may, however, if they so desire apply the University rules to such deputationist.

*[Handwritten signatures and initials]*

*[Handwritten signature]*

*[Handwritten signature]*

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18. **Provident Fund**

During the period of deputation, the employee will continue to subscribe the requisite percentage of the pay drawn by him/her to the provident fund of the parent University.

19. **Disability Leave:**

The payment of leave salary, in respect of disability incurred during foreign services, shall be made by the borrowing/foreign employer till the date of expiry of deputation period.

20. **Residential Accommodation & other benefits**

The employee on deputation will be entitled to residential accommodation or other benefits according to the rules of the borrowing foreign employer.

21. **Commencement of deputation:**

The deputation period will commence on the date on which he relinquishes the charge of his/her post under the university and end on the date on which he/she assumes charge of the post in the University.

22. **Group Insurance Scheme benefits:**

The employee will continue to subscribe to the Group Insurance Scheme. The foreign employer shall effect recovery of the usual subscription from the pay of the employee regularly and remit the same every month in the parent University. In case of delay/default the foreign employer will deposit the arrears of subscription alongwith interest at the rate prescribed in the scheme.

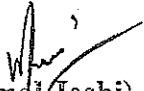
23. The foreign employer shall deduct the employee's contribution towards Employee's Welfare Fund as per rules of the University as in force from time to time and remit the same to the university.

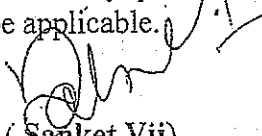
24. The period spent by the employee on deputation shall count for increment.

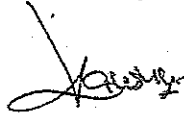
25. The competent authority may, subject to the approval of the Executive Council, relax any provision in these Rules for reasons to be recorded in writing.


26. In case of any ambiguity the decision of the Appointing authority will be final and binding on all the employees and the borrowing institution/foreign employer.

27. Where these rules are silent about any provisions the University regulations as framed from time to time will be applicable.

  
(Vimal Joshi)  
HOD Laws

  
(Sanket Vij)  
Associate Professor

  
(V.K. Kaushik)  
Finance Officer

  
(A.N. Sharma)  
A.R. Estt.

— 101 —

Annexure - 24

20/02/19

588

CFMS-2364-976  
5/3/19

MP/A/S227  
5/3/19

HARYANA GOVERNMENT  
HIGHER EDUCATION DEPARTMENT  
ORDER.

The Governor of Haryana is pleased to depute Smt. Neelam Punia, Lecturer in Office Management (OMCA), BPS Mahila Polytechnic, Sonipat Constituent College of BPS Mahila University Khanpur Kalan, Sonipat in the O/O Director Higher Education, Haryana, Panchkula for four months with immediate effect on the following terms & conditions:-

- (i) That the share of Leave Salary and Pension contribution will not be given by the Higher Education Department Haryana. The same will be deposited by Smt. Neelam Punia, Lecturer in Office Management (OMCA), BPS Mahila Polytechnic, Sonipat Constituent College of BPS Mahila University Khanpur Kalan, Sonipat. Salary and other allowances will be paid by the University during her deputation period as per previous practice.
- (ii) She will not be entitled for Deputation allowance and difference of other allowances due to change of HQs.

Dated: 12.02.2019

ANIL KUMAR  
Additional Chief Secretary to Government Haryana  
Higher Education Department

OFFICE OF THE DIRECTOR HIGHER EDUCATION HARYANA PANCHKULA  
Dated Panchkula, the 14.02.2019  
Endst. No. 1/58-2017Ad(2)

Copy forwarded to the following for information and necessary action:-

- 1. The Additional Chief Secretary to Govt. Haryana, Higher Education Department, Chandigarh
- 2. Registrar, B.P.S. Mahila University, Khanpur Kalan, Sonipat.
- 3. Smt. Neelam Punia, Lecturer in Office Management (OMCA), BPS Mahila Polytechnic, Khanpur Kalan, Sonipat (Constituent College of BPS Mahila University Khanpur Kalan, Sonipat.
- 4. Principal, BPS Mahila Polytechnic, Khanpur Kalan, Sonipat.
- 5. PS/DHE and Steno to Joint Director, Administration

Seen by the Regr.

Superintendent Administration  
For Director Higher Education  
Haryana, Panchkula

Principal, Poly

102

05/03

5/3/19

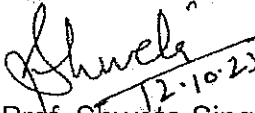
# Annexure - 25

## PROCEEDINGS OF THE MEETING OF THE COMMITTEE CONSTITUTED BY THE VICE-CHANCELLOR TO REVISE/MODIFY THE INSPECTION PROFORMAS (UG & PG) FOR AFFILIATED COLLEGES. held on 12.10.23

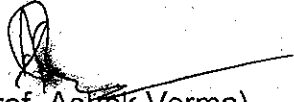
Following were present :

1. Prof. Shweta Singh, Dean of Colleges - Convener
2. Prof. Sanket Vij, Dean Academic Affairs - Member
3. Prof. Ashok Verma, Director IQAC - Member

The members thoroughly discussed the matter and unanimously recommended general guidelines for inspection along with the Inspection Proforma (UG & PG) for affiliated colleges as per Annexure I, II & III respectively.

  
(Prof. Shweta Singh)  
12.10.23

  
(Prof. Sanket Vij)  
12/10/2023

  
(Prof. Ashok Verma)  
12.10.2023

## Guidelines for Inspection of Affiliated Colleges

- The marks will be awarded to the Teaching & Non-Teaching staff in the following manner:-
  - 100% of allotted marks to the university approved Teaching & Non-Teaching staff.
  - 75% of allotted marks to the Teaching & Non-Teaching staff whose proceedings are approved from BPS Mahila Vishwavidyalaya, Khanpur Kalan.
  - 50% of allotted marks to the eligible/qualified Teaching & Non-Teaching staff recruited on contractual/adhoc basis by the concerned college at its own level.
- The inspection committee must verify the compliance report submitted by the institute regarding previous inspection. The compliance report shall be presented by the institute before the inspection committee.
- Based upon the NAAC Grading accorded to the institutions, the inspection of institution(s) shall be conducted as per following schedule:

Sr. No.	Grading of the College	Inspection frequency
1.	A++	5 years or till the validity of Grading whichever is earlier
2.	A+	4 years or till the validity of Grading whichever is earlier
3.	A/B++	3 years or till the validity of Grading whichever is earlier
4.	B+/B	2 years or till the validity of Grading whichever is earlier
5.	C	Each year

- For the colleges without any NAAC Grade, the inspection of institution(s) shall be conducted as following\*:

Sr. No.	Cumulative percentage of total score of Inspection Proforma	Inspection frequency
1.	More than 90% or equal to	5 years
2.	More than or equal to 85% and less than 90%	4 years
3.	More than or equal to 80% and less than 85%	3 years
4.	More than or equal to 70% and less than 80%	2 years
5.	60% but less than 70%	Each year

\* The grade of a particular college/institution as above without NAAC grading shall be calculated on the basis of consolidated marks attained in all the three categories i.e. by taking into account the marks for Teaching and Non-teaching, infrastructure and Amenities and Academic requirements.

In case of a college/institution scoring less than 60% in a given inspection, a time period of one year shall be provided to remove the deficiencies such that the cumulative percentage is increased to 60% or higher, failing which suitable action may be initiated.

*Wabe*  
12/11/2022

*104*

**BHAGAT PHOOL SINGH MAHILA VISHWAVIDYALAYA, KHANPUR KALAN (SONIPAT)**

**PROFORMA FOR INSPECTION OF DEGREE COLLEGE**

Year/Session \_\_\_\_\_

Date of Inspection \_\_\_\_\_

**(SECTION - A)**

1.	Name of the College					
2.	Address  Contact No.  Website  Email Address	<table border="1"> <tr> <td>Landline</td> <td>Mobile</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Landline	Mobile		
Landline	Mobile					
3.	Year of Establishment					
4.	Type of College, Whether Govt./Aided/S.F.S/Minority					
5.	Name of Society/Company*/Trust, under which College is running/being established					
6.	Details of * land Ownership of the Trust/Society/Company*/College					
7.	PAN of the Society					
8.	TAN/GST No. of the College					
9.	The term of the present Governing Body	From _____ to _____				

(Note:- Attach Proof in support of above)

PURPOSE OF INSPECTION														
10.	Grant of provisional affiliation for a new college													
11.	Continuation/Extension of provisional affiliation													
12.	Periodic Inspection													
13.	Programme(s) and seats for which affiliation/extension is to be granted	<table border="1"> <thead> <tr> <th>Programme(s)</th> <th>Units(s)</th> <th>Intake</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td></td> <td></td> </tr> <tr> <td>2.</td> <td></td> <td></td> </tr> <tr> <td>3.</td> <td></td> <td></td> </tr> </tbody> </table>	Programme(s)	Units(s)	Intake	1.			2.			3.		
Programme(s)	Units(s)	Intake												
1.														
2.														
3.														

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	Information/Documents Required	
14.	Mention the year, (for which NOC has been issued by the state Government)	
15.	Session/Year (for which affiliation/extension is asked for)	
16.	(a) Date of Previous Inspection made by the University (ii) Whether Compliance has been made by the college or not (if yes, attach proof)	
17.	Whether University granted affiliation (Yes/No) if yes (attach Proof)	
18.	Any other information	

\*Subject to the approval of the Hon'ble Chancellor/Governor

(SECTION-B)

INFRASTRUCTURE & AMENITIES (Marks 50)

			Required	Available	Max Marks	Marks Secured
19.	i	Principal's Room (15x20 Sq. ft.) With attached wash room	1		1	
	ii	Staff Room (15 x 20 Sq. ft.)	1		1	
	iii	Administrative Office (20x30 Sq. ft.) with attached wash room	1		1	
	iv	(a) Class Rooms of adequate space as per sanctioned strength (b) Multiple Classrooms for each Subject/ Course of one year in addition as well for additional seats	One for each Programme/ Section		6	
	vi	Multipurpose hall for at least 200 persons (2000 Sq. ft.) well furnished with Audio-visual aids	1		3	

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	vii	Common Rooms for Girls (mini 500 Sq. Ft.)	1		1	
	viii	Toilets for female Students (one toilet for 100 students)	1		1	
	ix	Safe Drinking Water	As required		1	
	x	Canteen	As required		1	
	xi	Play Ground	1		3	
	xii	Hostel Facility	As required		1	
	xiii	Fire Safety	As required		1	
	xiv	CCTV (Covering the entire campus in functional mode)	As required		2	
	xv	Divyangjan Friendly Campus (ramps, elevators, easy access to classrooms, toilets etc.)	As per requirement		2	
20.		<b>Academic Requirements</b>				
	i	Library with 1000 books including prescribed list with addition of 200 books per year (At least 40 different titles in each subject)	1		9	
	ii	Reading space minimum 600 sq. ft. with conducive environment per 500 students	1		3	
	iii	Photocopy facility	1		1	
	iv	Five magazines and five news papers	-		2	
	v	Air-conditioned Common Computer lab with internet facility (Min. 25 computers)	1		4	
	vi	Subject concerned Laboratories for B.A/B.Com/B.Sc.** As per need (2 marks for each lab)			6	

\*\*Size of Lab - 20 sq. feet per student

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## (SECTION-C)

## REQUIREMENTS OF TEACHING AND NON-TEACHING STAFF (MARKS - 50)

(As per the workload norms)

		Description (requirement)	Required for one unit	Available	Max. Marks	Marks secured
21.		<b>Teaching and other Academic staff (Approval) <i>cd</i></b>				
	i	Principal	1		6	
	ii	Asst. Prof./Assoc. Prof./Professor 6(2+2+2) B.A./B.Com# 7(2+2+3) B.Sc.# <b>Assistant Professor/ Assoc. Prof./Professor</b> (a) Compulsory subjects (Hindi & English) (b) <b>Qualifying compulsory subjects</b> (Computer Education + Environmental Studies) (c) Optional Subjects	6 7		35	
	iii	Librarian (College)	1		4	
22		<b>Non - teaching Staff (Approved)</b>	Required			
	(i)	Technical Assistant. /Computer Operator	1		1	
	(ii)	Dy. Supdt./Supdt.	1		1	
	(iii)	Clerk/Typist/Data Entry Operator/ Office - Clerk - cum - Accountant	1		1	
	(iv)	Attendant (Lib/Lab)	2		1	
	(v)	Safai Karamchari/Peon	3		1	

# For initial starting of course with One unit, Teacher/Faculty Member-one for Hindi, one for English, one for Computer, one for Environment (Common for B.A/B.Com/B.Sc. all programmers)

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(In case of Science one Faculty Member for each subject per unit per year)

\*For additional units, the work load will be calculated as per scheme of course/programme offered.  
The marks for deficiency of teacher(s) will be deducted proportionately.

\*For approved Faculty 5 marks & other eligible faculty 3 marks each (Proceeding approved through Proper selection committee and in case of opening new college).

**(SECTION - D)**

**Note:-** There shall be two inspections for the opening of new College. During 1<sup>st</sup> Inspection Section A and B will be inspected and if the report is satisfactory, then there will be second inspection for Section- 'C'.

23. Mention the deviations from the data already uploaded on the University's College Portal, if any. Also mention the date of data uploading on the website/portal.

24. **DETAILED REPORT AND DESCRIPTIVE OBSERVATION:**

Name of the College \_\_\_\_\_

Date of Inspection \_\_\_\_\_

25. **RECOMMENDATIONS:**

Convener

Member

Member

Member

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**BHAGAT PHOOL SINGH MAHILA VISHWAVIDYALAYA, KHANPUR KALAN (SONIPAT)**

**INSPECTION PROFORMA FOR POST GRADUATE COURSES IN THE AFFILIATED COLLEGE(S)**

Year/Session \_\_\_\_\_

**(SECTION - A)**

1.	Name of the Existing College					
2.	Address  Contact No.  Website  Email Address	<table border="1"><tr><td>Landline</td><td>Mobile</td></tr><tr><td></td><td></td></tr></table>	Landline	Mobile		
Landline	Mobile					
3.	Year of Establishment					
4.	Type of College, Whether Govt./Aided/S.F.Š/Minority					
5.	Name of Society/Company*/Trust, under which College is running/being established					
6.	Detail of land Ownership of the Trust/Society/Company*/College					
7.	PAN of the Society					
8.	TAN/GST No. of the College					
9.	The term of the present Governing Body	From _____ to _____				

(Note:- Attach Proof in support of above)

	<b>PURPOSE OF INSPECTION</b> <b>(Tick the relevant option)</b>	
10.	Grant of a New P.G. Course	
11.	Extension/Continuation of provisional affiliation	
12.	Grant of Additional Unit(s)/ Seats(s)	
13.	Grant of Permanent Affiliation to existing Course.	

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14.	P.G. Courses and Seats for which Affiliation/Extension/Additional seats is to be granted	Course(s)	Unit (s)	Intake
		1.		
		2.		
		3.		
<b>Information/Documents Required</b>				
15.	Mention the year (for which NOC has been issued by the State Government)			
16.	Session/Year (for which affiliation is asked for)			
17.	P.G. Course, with intake, already granted by University, if any	Course(s)	Unit (s)	Intake
		1.		
		2.		
		3.		
18.	Date of Previous Inspection made by the University, if any			
19.	Whether Compliance, if any, has been made by the college or not (if yes, attach proof)			
20.	Mention the year, if Permanent affiliation has been granted to the College/Courses by the University.			
21.	Any other information			

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2. Additional Requirement and Availability of staff for P.G. Courses for already established College.

(As per the workload norms)

<b>A. For Non-Practical Subjects:-</b>		
(1)	Teaching Staff	i) At least two Faculty Members to start with the Course ii) Additional teachers for each course as per the workload norms of State Govt.
(2)	Infrastructure	i) At least two Class Rooms with adequate space ii) Additional Classrooms with adequate space for each Course as per the additional seats/course
<b>B. For Practical Subjects:-</b>		
(1)	Teaching Staff	i) At least two Faculty Members to start with the Course ii) Additional Faculty Member for each course as per the workload norms of State Govt.
(2)	Infrastructure	i) At least two Class Rooms with adequate space. ii) Additional Classrooms with adequate space for each Course as per additional Seats/Course norms of State Govt.
(3)	Lab. requirement	Labs along with the instruments as per the requirement of syllabus of the concerned Course.
<b>C</b>	(1) Books and Journals	i) Atleast 500 subjects books as per the prescribed/suggested readings in the syllabus. ii) At least two National/International Journals (UGC listed) and two magazines with regular acquisition/subscription.

\* For Additional units, the work load will be calculated as per scheme of Course/Programme offered.

\* Teaching house/load as per University norms.

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23. Mention the deviations from the data already uploaded on the University's College Portal, if any. Also mention the date of data uploading on the website/portal.

24. DETAILED REPORT AND DESCRIPTIVE OBSERVATION:

Name of the College \_\_\_\_\_

Date of Inspection \_\_\_\_\_

26. RECOMMENDATIONS:

Convener

Member

Member

Member

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21/6/2023

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Annexure - 26 -

## ORDER

### In the case of Dr Sheela LMO, BPSMV, Khanpur Kalan

The undersigned was appointed by VC, Bhagat Phool Singh Mahila Vishwavidyalya as the Inquiry Officer in this case vide BPSMV/En-II/23/1499 Dt 28/7/2023 to find out the erring officials who did not mention the post of L.M.O. in the proposal dt 22/7/2008 sent to the Govt and the official who issued regularization letter dt 4/8/2009 to Dr Sheela for the post of L.M.O in the pay scale of 8000-13500 despite the fact that the post was not sanctioned by the Govt vide letter dt 27/2/2009 (**Annexure 5**).

Sh Sunil Kumar Suptd Estt Non Teaching was appointed as the Presenting Officer (P.O. for short) vide Order dated 28/7/23 aforesaid, to present the case on behalf of the Department.

Dr Sheela, LMO and the other officers conducted their defense themselves.

#### 1. A brief of the case is as under:

Prior to establishment of BPSMV Khanpur Kalan, four Medical Officers were working in MSM Institute of Ayurveda on the posts as mentioned against each:

- |   |                |             |
|---|----------------|-------------|
| 1 | Dr. Sheela     | Lady MO     |
| 2 | Dr. Rajpal     | AMO         |
| 3 | Dr. Rajbala    | AMO         |
| 4 | Dr. Brahamjeet | Resident MO |

So there were 2 Ayurvedic Medical Officers (AMOs), one Lady Medical Officer (LMO) and one Resident Medical Officer (RMO). Qualification of all four was same and grade was also the same.

Later when the MSM institute vested into BPSMV they created 3 posts of AMO and one of RMO.

The husband of Dr Sheela filed a complaint dated 5/9/22 on which a committee headed by Dr Mahender Sharma and having Dr

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Pawan Kumar and Dr Mahesh Sharma and Ms Manju was formed on 9/9/2022 and it suggested in its report dated 22/11/2022 to find out the erring officials who did not mention the post of LMO in the proposal sent to Govt of Haryana and the officials who issued the Rationalization/Regularization letter on 4/8/2009 to Dr Sheela in the pay scale 8000-13500 despite of the fact that the post was not sanctioned by the Govt vide letter dt 27/2/2009.

Hence this inquiry.

## 2. CHARGES:

The **Statement of Allegations** is reproduced as under:-

1. To find out the erring officials who did not mention the post of L.M.O. in the proposal dt 22/7/2008 (**Annexure 4**) sent to the Govt
2. To find out the errant official who issued regularization letter dt 4/8/2009 to Dr Sheela for the post of L.M.O in the pay scale of 8000-13500 despite the fact that the post was not sanctioned by the Govt vide letter dt 27/2/2009 (**Annexure 5**).

## 3. LIST OF DOCUMENTS (Annexures) (Enclosed)

1. Office Order of the Committee to scrutinize the record/ documents of staff working in the Educational Institutions of BPSMV Ref. No. BPSMV/Regr/07/1802 dated 09.08.2007.
2. Recommendations of the Committee for 3 AMOs dated 25.09.2007.
3. Executive Committee Resolution dt 15/7/2008 regarding rationalization of 3 posts of AMO +1 RMO amongst 190 total posts.
4. Letter to Higher Education Commissioner Haryana to rationalization of staff No. BPSMV/Regr/08/3410 dated 22.07.2008
5. Letter of Financial Commissioner, Education no. 18/203-2007 UNP (2) dated 27.2.2009.
6. Letter of Financial Commissioner FD regarding pay scale Ref. No. 60/7/2FDII/09/569 dated 27.2.2009.
7. Order dated 25.5.2009 regarding issuance of regularization letter.
8. Order dated 26.05.2009 for rechecking regularization letters.
9. Letter dated 26.05.2009 for rechecking regularization letters.

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10. Letter of regularization of Dr. Sheela as LMO in the pay scale of Rs. 7500-12000 Ref. No. BPSMV/ Estt./09/1870 dated 26.05.2009.
11. Letter of regularization of Dr. Sheela as LMO in the pay scale of Rs.8000-13000 Ref. No. BPSMV/ Estt./09/4046-49 dated 04.08.2009 and her pay fixation Order dated 4.8.2009.
12. Clarification sought from DMER vide letter dt 26/7/2009
13. Reply of DMER Department dated 26.8.2021.
14. Representation of Dr. Jasbir Singh Husband of Dr. Sheela dated 05.09.2022
15. Office Order of the Committee members to examine the representation of Dr. Jasbir Singh Ref. No. BPSMV/EN-II/22/1599-1606 dated 9.9.22
16. Report of the committee dated 22.12.2022.
17. Speaking order dt 3/9/2019 passed based on Hon'ble High Court dt 15/11/2018
18. Order of Higher Education Deptt dt 3<sup>rd</sup> Oct 2023 regarding change of nomenclature of RMO to AMO.

#### 4. LIST OF WITNESSES

1. Sh. Praveen, Clerk EsttNon Teaching
2. Sh. Rajesh Kumar Asst Registrar
3. Smt Meena, Clerk EsttNon Teaching

The evidence-documentary and oral was produced in support of the charges by the Sh. Sunil Rohilla and others.

#### **5. Appreciation of Evidence on record/Findings:-**

Departmental Evidence was given by the P.O. and he showed all the records listed above and stated that the origin of this case lies in section 36(1) of BPSMV Act 2006 which states that:

*All properties, movable 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 thereunder and the posts created, filled before the commencement of this Act, shall vest in the University.*

*Qm*

Therefore, the then Vice Chancellor has constituted vide no BPSMV/Regr/07/1193-97 Dt 18/7/2007 a committee to scrutinize the record of all employees who were working prior to establishment of the University. Later the committee was changed vide BPSMV Ref. No. BPSMV/Regr/07/1802 dated 09.08.2007 (**Annexure 1**). The committee consisted of

1. Registrar: Dr Balbir Kaur
2. AR (Finance): Smt Savitri (was Contractual)
3. A representative of Director of AYUSH Govt. of Haryana, Sector-3 Panchkula (For M.S.M. Institute of Ayurveda).

This committee must have scrutinized 190 cases of staff which worked with *Mahasabha Gurukul Vidyapeeth Haryana* and this was one of those cases. All those working there were absorbed into BPMV suitably. The information regarding Ayurveda colleges was filled up and provided by Dr K V Singh Principal Ayurveda College. They made their study on various dates possibly but gave their report on 25/9/2007 and one of the persons whose case was approved was Dr Sheela as LMO. Recommendations of the Committee for 3 AMOs dated 25.09.2007 is at **Annexure 2**.

The committee scrutinized the record/particulars of each employees on a prescribed format and submitted the same which was duly signed by all members and the department later scrutinized the same and submitted it to the higher authorities. In the said proforma, the eligibility qualification for the post of AMO and LMO is shown BAMS and in the column of eligibility, all the above Medial Officers have been shown eligible for the post held by them as all of them possess the required degree of BAMS. In the report of this committee Dr Sheela has been recommended for the post of L.M.O. Similarly Dr Rajpal was proposed for post of AMO while Dr Brahmjeet was proposed for the post of RMO. Later it was approved /signed by the Registrar Dr Balbir Kaur on 13/5/2008. It appears that the Committee did not involve the stakeholders themselves and they did not know about the nomenclature etc

of the posts. Therefore though the case was lying in the BPMV from 25/9/2007 to 13/5/2008 nobody pointed out the error in the case of Dr Sheela.

Thereafter a proposal for creation of 190 posts including 3 AMOs and 1 LMO was put up on 2/7/2008 by Sh Rajesh Kumar (now Astt Registrar) to Sh K K Dhaka Supdt ( Estt) who sent the case on 3/7/2008 to Sh R K Phogat Dy Registrar who in turn got it approved from Registrar on 5/7/2008. The VC Dr Pankaj Mittal approved the case on 15/7/2008 (written 15/11/08 in red colour by mistake apparently **Annexure 3**) and asked the draft for proposal to be sent to the State Govt.

Meanwhile, the rationalization policy was approved by the Executive Council in its 12<sup>th</sup> meeting held on 23.06.2008.

Accordingly, a consolidated proposal duly approved by the Registrar and Vice Chancellor was sent to Govt on 22.07.2008 (**Annexure 4**) in which three posts of AMOs and one post of RMO were demanded by the University for creation/ sanction for MSM Inst. of Ayurveda.

The State Government in Education Deptt must have sent the Case to FD and perhaps in the FD also nobody noted the anomaly and FD approved the case vide memo no 60/7/2FDII /09/569 Dt 27/2/2009(**Annexure 5**). Based on the FD approval the Education Deptt also approved the proposal of the BPMV and allowed the creation of 190 posts vide Memo no 18/203-2007UNP(2) Dt 27/2/2009(**Annexure 5**). At that stage since there was the case of RMO separate from AMOs the BPMV the Registrar Dr Balbir Kaur /DR Estt Sh RK Phogat to whom she marked the letter could have asked for a separate post of LMO but that was not done. The Supdt Administration Sh K K Dhaka also did not point out the mistake and they went ahead to implement the orders of Education Deptt.

The file for implementation of orders of Education deptt was initiated by Sh Tejpal (Astt Teaching) and Sh Mukesh Kumar (Astt Non-Teaching).

They put up the same on 25/5/2009 (**Annexure7**) to the SuptdAdministration Sh K K Dhaka who sent it on the same day to DR EsttSh RK Phogat for approval. He sent the case to Registrar Dr Balbir Kaur and finally the VC Dr Pankaj Mittal also approved the same on the same day. Vide office letter no BPMV/Estt/09/1870 on 26<sup>th</sup> May 2009 (**Annexure10**) the letter appointing Dr Sheela Kumari as LMO was issued. The letter of Sh Rajpal AMO and Sh Brahmjeet RMO was also issued on the same day in a similar manner.

The file being cleared by FD and Education Deptt issuing the orders on the same day after the entire channel of Government and then by the staff in the University too in one day from so many levels shows that there was huge push behind the files...so obviously the SCRUTINY of such files SUFFERS. The Registrar Dr Balbir Kaur on 26/5/2009 (**Annexure8**) ordered that all the REGULARIZATION Letters have been handed over to the HODs and asked them to "Please ensure proper distribution of the se letters after checking these once again to avoid any discrepancy".

In the letter no BPMV/Estt/09/1870 on 26<sup>th</sup> May 2009 (**Annexure10**) the scale of Dr Sheela Kumari LMO, Sh Rajpal AMO and Sh Brahmjeet RMO was mentioned as Rs 7500-12000 ( which perhaps was the State Govt scale for fresh AMOs) whereas the Ayurveda Instt was giving a higher scale of 8000-13500 since the AMOs had been serving for a very long time. The Principal Dr K V Singh brought out the error in scale as Rs 7500-12000 instead of Rs 8000-13500 based on their tenure of over 7 years as they were entitled to one step higher and so for them the correct scale was Rs 8000-13500. HOWEVER he also DID NOT POINT OUT THAT REGULARIZATION LETTER WAS for LMO whereas NO SUCH POST HAD BEEN SOUGHT or APPROVED by FD/Education Deptt. Still, however, since the original sanction of FD was for was Rs 8000-13500 scale, therefore, case was again put up to the VC and scale revised to Rs 8000-13500 and fresh orders issued for the

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AMO, the LMO and the RMO on 4/8/2009( **Annexure 11**). Dr Sheela was covered vide no BPMV/Estt.09/4046-49 Dt 4/8/2009. Similarly other AMOs were also issued same regularization letters

It is important, to resolve the matter to look at the details of the qualifications possessed by the above Medical Officers which is as under :

Sr. No.	Name	Date of joining	Qualification	Year of passing
1	Dr. Sheela,	03.11.1995	BAMS	1989
2	Dr. Rajpal,	24.08.2002	BAMS	1992
3	Dr. Rajbala	04.08.2006	BAMS	1989
4	Dr. Brahamjeet	29.03.1995	BAMS	1988

So it is obvious that Dr Brahmjeet is senior most and Dr Sheela next amongst the four. Now Dr Brahmjeet RMO has retired so Dr Sheela becomes the seniormost. However, since their designations were given differently, Dr Sheela was not given ACP and on her husband Dr Jasbeer's representation (**Annexure 14**) and Hon'ble Court orders dt 15/11/2018, vide speaking order dt 3/9/2019( **Annexure 17**) pay of Dr Sheela was refixed at par with Dr Rajpal w.e.f 1/1/2006 and arrears given to her. Since Dr Sheela was designated as Lady MO abinitio to look after the welfare of ladies seeking Ayurvedic treatment it cannot be said that she had opted for Lady Medical Officer rather than MO to get any specific benefits. Hon'ble High Court has also ordered that she may be her services may be approved and absorbed wef 18/8/2006. So her grievance of seeking ACP etc based on "Equal pay for Equal work" and also SENIORITY as she joined the Ayurveda college on 3/11/1995 whereas Dr Rajpal joined on 24/8/2002 seems very much justified. When the posts were homologous to begin with it cannot be said that by they being named differently the seniority becomes different. What is needed is that the clerical error of not counting LMO as AMO must be

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rectified as LMO is not a separate cadre. It is just a separate nomenclature used to help lady patients identify with their same-sex doctor.

The Estt branch of BPMV has indeed made half-hearted attempts to resolve the matter but the subject is still in a limbo. As per clarification received vide memo no AI/F91/DMER/2021/12311 Dt 26/08/2021 **(Annexure 13)** from Medical Education and Research Department which is available in the file of Dr. Sheela, the post of Lady MO does not exist in their Department. At the same time the fact is that this question need not have been asked at all to DMER **(Annexure 12)** because it pertains to Ayurveda Deptt and also when RMO could have been TYPED as a Separate post LMO also could have been ADDED right from the very beginning. But that error has happened and now needs to be resolved. It is clear that, the qualification, pay scale and nature of duties for the post of LMO and AMO are the same. There is no distinction in these two posts, hence, the proposal which was sent to the Govt. to create 3 posts of AMO was in order but the Regularization committee should have itself recommended to redesignate the post of LadyMO as AMO (for Dr. Sheela) at that time itself or on various occasions that arose after that. It is noteworthy that recently the State Govt has agreed to "PROPOSAL for CONVERSION of EXISTING POSTS by SURRENDERING the EXISTING SANCTIONED EQUIVALENT VACANT NON-TEACHING POST" vide letter no Memo no 18/86/2023 UNP(1) E No 989546 Dt 3/10/2023 **(Annexure 18)** agreed to redesignate the post of Resident Medical Officer RMO as AMO. It will obviously be redesignated in the same scale and from back date but since Dr Brahmjeet has retired that does not matter now.

Now what needs to be done is REVERSE of what FD/Education Deptt. has done. They have no objection whether a post is called RMO or AMO. For them LMO is also an AMO. It is only the University /MSM Instt of Ayurveda who need to redesignate the LMO and call them AMO instead. So the

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Principal of MSM Instt. must correct the mistake that happened when the then Registrar had at the time of Regularization asked vide letter no BPSMV /Esttt/09/1798/2108 Dt 26/5/2009 **(Annexure 9)** for pointing out the discrepancies and Prof K V Singh did not point out the error of calling Dr Sheela as LMO instead of AMO. Now the existing Principal must make a request to allow the redesignation of Lady MO as AMO wef 4/8/2009 which was the date on which the original proper Regularization letter was issued. Based on this letter /request of the Principal a proposal will have to be taken up in the Executive Council and that will resolve the matter for good. The matter need not go to Government for approval as no new post is being created or no scale is being changed etc so there is no additional financial burden. Also, the redesignation must be from back date i.e from 27/2/2009 **(Annexure 6)** so that the problem of ACP etc gets resolved and the matter gets resolved once and for all. If at all some benefit has already been given erroneously to Dr Rajpal it need not be recovered as it would lead to ill will. But for future he may get the benefit only when it actually becomes due.

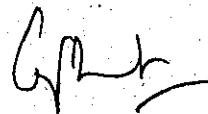
**6. Conclusion:-**

Based on the discussion as in para 5 aforesaid, it is concluded that the charge no 1 **of fixing responsibility on any one person who did not mention the post of L.M.O. in the proposal dt 22/7/2008 (Annexure 4) sent to the Govt does not arise as the error is collective** despite repeated occasions and there seems to be pressure at times to resolve the matter urgently so the point seems to have been missed in the heat of the moment. There is no distinction between these two posts as the nature of duties, pay scale and qualifications are also the same. The post of LMO should be treated as AMO ab-initio.

Regarding the second charge i.e. **to find out the errant official who issued regularization letter dt 4/8/2009 to Dr Sheela** for the post of L.M.O in the pay scale of 8000-13500 despite the fact that the post was not

QW

sanctioned by the Govt vide letter dt 27/2/2009 (**Annexure 5**), it is concluded that on repeated occasions the entire administration failed to note the issue. Also, since the shoe started pinching after ACP for AYUSH came into being, the agitation of the issue started very late only as the ACP is limited to 20 % of the cadre post. So to that extent the LMO Dr Sheela cannot be blamed for agitating the issue very late. Naturally, he (Dr Rajpal), who got the benefit rightly or wrongly, would not like to give it up. Therefore, a middle path has to be found. And now once the Haryana Government has given sanction for RMO vide letter dt 3/10/2023 (**Annexure 18**), it is observed that post of LMO was quite an analogous situation and the orders for LMO could have been issued on similar lines on 27/2/2009 when 190 posts were rationalized. But since no significant financial burden is involved more important is to resolve the imbróglio and move ahead. To that extent I disagree with the intent of the last subpara of point no 1 of the report of Committee set up vide **annexure 15** which was headed by Dr Mahender Sharma dated 22/11/2022 (**Annexure 16**) and advise that individual responsibility cannot be fixed as suggested in those paras because nobody had any intention to harm one person and benefit the other. Therefore, instead of finding errant person, steps be taken to resolve the matter at the earliest internally by the EC as referral to State Govt is also not necessary. The report is submitted accordingly.



(Sunil K Gulati ) Inquiry Officer

Haryana Dt 5/10/2023

Ph. 9650334888

SUNILAOLO@GMAIL.COM

-10-  
-17-  
Amesure - I

**BPS MAHILA VISHWAVIDYALAYA KHANPUR KALAN (SONIPAT)**

**OFFICE ORDER**

In continuation to this office orders, conveyed vide Endst. No. BPSMV/Regt/07/1193-1197 dated 18.07.2007, the committee to scrutinize the records/ documents in respect of staff working in the Educational Institutes of BPS Mahila Vishwavidyalaya is re-constituted as follows:

- ✓ 1. The Registrar Chairperson
2. A.R. (Finance), BPSMV, Khanpur Kalan
3. A representative of Higher Education Commissioner, Govt. of Haryana, Chandigarh (for Institute of Undergraduate Studies and BPS College of Education).
4. A representative of Director, Technical education, Govt. of Haryana, Chandigarh ( for BPS Mahila Polytechnic)
5. A representative of Director, Secondary Education, Govt. of Haryana, Chandigarh ( for BPS Senior Secondary School).
6. A representative of Director of AYUSH Govt. of Haryana Sector -3, Panchkula (for MSM Institute of Ayurveda).

Superintendent of each institutions and one dealing Assistant/Clerk will assist the committee in scrutinizing the each case of all the individual employees.

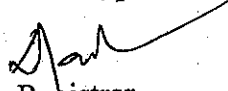
The committee has to submit its recommendations on or before 30<sup>th</sup> October, 2007.

/

REGISTRAR

Endst.No.BPSMV/Regt/07/ 1802 dated 09/8/2007

Copy of the above is forwarded to all the members for information, please.

  
Registrar

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Individual Staff Information			Remarks ( to be filled by Committee )
S. No.	Points to be verified	Reply	
1	Name of the Official	DR. Sheela	
2	Designation	LMO	
3	Date of Birth	15-4-1966	
4	Qualification possessed by the applicant	BAMS	
5	Qualification prescribed for the post at the time of appointment	B.A.M.S	
6	Whether service record ( Service Book, ACR ) of the official being maintained	Personal file Service Book	
7	(a) Name of the post for 1 <sup>st</sup> appointment	L.M.O.	
	(b) Whether the post was sanctioned	✓ Yes/No	
	(c) Whether the post was vacant	✓ Yes/No	
	(d) Date of appointment on this post	02-11-1995	
	(e) Date of joining on this post	03-11-1995	
	(f) Whether medical certificate and character verification done as per rule on 1 <sup>st</sup> appointment to the post	Yes/No	
	(g) Whether fulfilled the required qualification for the post	Yes/No	
	(h) Whether advertisement was given for this post/Employment Exchange	Yes/No ✓	
	(i) Was there any application received after last date	Yes/No ✓	
	(j) Nature of appointment	✓(Regular/ Adhoc/Contract/Otherwise)	
	(k) Mode of Recruitment	✓(Working Committee/SSC)	
	(l) Was Working Committee competent for recruitment?	✓ Yes/No	
	(m) Who attended SSC meeting on behalf of Government/DTE	No	No

Principal,  
M.S.M. Medical College,  
Kannur, Kerala

Recommendations of the Committee:-

Recommended to be observed

as Lady Medical Officer.

25/9/07

25/9/07

25/9/07

25/9/07

Balshankar  
15/9/11

Individual Staff Information			
S. No.	Points to be verified	Reply	Remarks ( to be filled by Committee )
1	Name of the Official		
2	Designation	Dr. Rajpal	
3	Date of Birth	AMO	
4	Qualification possessed by the applicant	03-02-1968	
5	Qualification prescribed for the post at the time of appointment	B.A.M.C.	
6	Whether service record ( Service Book, ACR ) of the official being maintained	B.A.M.S. Personal file Service Book	
7	(a) Name of the post for 1 <sup>st</sup> appointment		
	(b) Whether the post was sanctioned	AMO	
	(c) Whether the post was vacant	Yes/No	
	(d) Date of appointment on this post	Yes/No	
	(e) Date of joining on this post	24.8.2002	
	(f) Whether medical certificate and character verification done as per rule on 1 <sup>st</sup> appointment to the post	29.8.2002	
	(g) Whether fulfilled the required qualification for the post	Yes/No	
	(h) Whether advertisement was given for this post/Employment Exchange	Yes/No	
	(i) Was there any application received after last date	Yes/No	
	(j) Nature of appointment	Regular/ Adhoc/Contract/Otherwise	
	(k) Mode of Recruitment	Working Committee/SSC	
(l) Was Working Committee competent for recruitment?	Yes/No		
(m) Who attended SSC meeting on behalf of Government/DTE	No		

Recommendations of the Committee:-

Recommended to be observed

as A.M.O.

25-9-07

25/9/07

25/9/07

25/09/07

Balwinder  
18/5/08

Principal,  
M.S.M. Mahila A.Y.B. College  
K.P. Kapur Kalan

Individual Staff Information			
S. No.	Points to be verified	Reply	Remarks (to be filled by Committee)
1	Name of the Official		
2	Designation	Dr. Brijm Jeet Singh	
3	Date of Birth	R.M.O.	
4	Qualification possessed by the applicant	22-07-1962	
5	Qualification prescribed for the post at the time of appointment	BAMS	
6	Whether service record ( Service Book, ACR ) of the official being maintained	BAMS Personal file Service Book	
7	(a) Name of the post for 1 <sup>st</sup> appointment	R.M.O.	
	(b) Whether the post was sanctioned	Yes/No	
	(c) Whether the post was vacant	Yes/No	
	(d) Date of appointment on this post		
	(e) Date of joining on this post	29-03-1995	
	(f) Whether medical certificate and character verification done as per rule on 1 <sup>st</sup> appointment to the post	24-07-1997 Yes/No	
	(g) Whether fulfilled the required qualification for the post.	Yes/No	
	(h) Whether advertisement was given for this post/Employment Exchange	Yes/No ✓	
	(i) Was there any application received after last date	Yes/No ✓	
	(j) Nature of appointment	Regular/ Adhoc/Contract/Otherwise)	
	(k) Mode of Recruitment	Working Committee/SSC)	
	(l) Was Working Committee competent for recruitment?	Yes/No ✓	
	(m) Who attended SSC meeting on behalf of Government/DTE		

Recommendations of the Committee:-

Recommended to be absorbed as Resident Medical Officer.

*[Signature]*  
25/9/07

*[Signature]*  
25/9/07

*[Signature]*  
25/9/07

*[Signature]*  
25/9/08

Principal,  
MSM Mahila Panchayat College  
K.G. Khatpur Kalan

# B.P.S. Mahila Vishwavidyalaya

F.P.P.

The Executive Council vide Reso. 3 of its 12<sup>th</sup> meeting, held on 23<sup>rd</sup> June, 2008(F/A) has approved the recommendations of the committee constituted for the purpose on the following lines:

1. Staff on Grant-in-aid post is recommended to be absorbed straightaway.
2. Staff appointed by due procedure and qualified is recommended to be absorbed without any hitch and given regular scale.
3. Staff completed 10 years of continuous service, qualified but where procedure is not followed is also recommended to be absorbed and given regular scale.
4. Staffs having less than 10 years continuous service, and qualified but procedure not followed, are recommended to be absorbed and given regular scale.
5. The staff which is not qualified is recommended to be given consolidated salary till such time they acquire the required qualifications. Lower post may be considered wherever possible.
6. The staff on fixed salary, without any breaks in service and qualified is recommended to be given the fixed salary with annual increase.
7. The staff on contract basis with due break in service is recommended to be given minimum wages i.e. DC rates with 10% increase after five years or revision of minimum wages whichever is higher.
8. The teaching staff on contract basis in colleges is recommended to be given Rs.10,000/- per month. Similarly for school teacher Rs. 8,000/- is proposed.
9. Hostel Wardens with at least Matric qualifications are recommended to be re-designated as Hostel Supervisors with consolidated salary of Rs. 4500/- per month with 10% increase after every five years of service. Those with less than Matric to get minimum wages with 10% increase after every five years of service.
10. The Cooks and Helpers in hostels may be given DC rates with 10% increase after every five years service.

The case of TIG Bhainswal Kalan is recommended to be referred to the Govt. of Haryana as the Institution, which was under Self Finance Scheme, has been closed down being Non-admission institution. There are 30 employees of this institution (List at F/B).

We may simply implement the approval in respect of the employees at S.No.1. However, the Notification/circular, required for this purpose, may be got legally examined to avoid future litigations.

As desired by the Higher Education Commissioner, Haryana, the recommendations under Serial. No. 2, 3 & 4 above could be implemented only after due approval of the State.Govt. To rationalize the staff we need 175 + 1 (J.E., appointed by Mahasabha following due selection procedure, but his service record is still to be scrutinized by the competent committee) posts in various cadres(List placed at F/C). In addition to the above 176 positions, the University has recruited 08 Lecturers in MSM Institute of Ayurveda and 06 Lecturers in Dept. of Laws which need to be sanctioned by the Govt. as both the institutions are still running under Self Finance Scheme. In total, following posts(presently occupied under Self Finance Scheme) will need the sanction of the Govt. of Haryana:

S.No.	Nomenclature of Post	No. of Posts	Remarks
1.	Professor	04	
2.	Reader	02	
3.	Lecturer	30	
4.	PG Teacher	10	
5.	TG Teacher	14	
6.	Superintendent	01	
7.	Resident Medical Officer	01	
8.	Ayurvedic Medical Officer	03	
9.	Accountant	03	
10.	Head Clerk	01	
11.	Cashier	01	
12.	Clerk	10	
13.	Asstt. Librarian	01	
14.	Librarian School	01	
15.	Up Vaidya	03	
16.	Lab Technician	02	
17.	X-Ray Technician	01	
18.	O.T. Assistant	01	
19.	Store Keeper	01	
20.	Record Keeper	02	
21.	A.N.M.	01	
22.	Trained Dai	01	
23.	Generator Operator	03	

1-29-



# B.P.S. Mahila Vishwavidyalaya

24.	Library Restorer	02	
25.	Library Attendant	02	
26.	Lab Attdt/Attendant/Hostel Attendant	30	
27.	Mali	06	
28.	Water Carrier	02	
29.	Pump Operator	01	
30.	Peon	05	
31.	Security Guard/Chawkidar/Gate Keeper	13	
32.	Sweeper	12	
33.	Conductor	02	
34.	Hostel Warden	10	
35.	Asstt. Security Officer	02	
36.	Jr. Engineer (Civil)	01	
37.	Driver	05	
	Total posts	190	

FM-788  
27/3/08

4278  
15/7/08

If agreed to, the above factual position may please be submitted to the Hon'ble Vice-Chancellor for kind consideration and orders, please.

*[Signature]*  
Asstt.E) 02/7/08

Supdt.(E) *[Signature]*  
02/7/08  
DR(E)

*[Signature]*  
26/7/08

Registrar *[Signature]*  
5/7/08

~~Vice-Chancellor~~

As desired by the V.C., financial liability may be worked out and submitted

137  
16/7/08

A.P.O.  
Supdt. (E) 15/7  
Registrar

The total financial liability as intimated by A.P.O. Principals comes out to Rs 4,01,56,165/- say 4.2 Crores (Flag X)  
A.P.O. 15/7  
OSD to V.C. V.C. pt entry a draft letter in state bank. 15/7/08  
11.7.08

# B.P.S. Mahila Vishwavidyalaya

B.SMV

F.P.P.

(cp-172-74)

Vide letter No. BPSMV/Regr./08/3410 dated 22.7.2008, the Higher Education Commissioner, Chandigarh, has been requested to create about 190 teaching and non-teaching posts <sup>for rationalisation of staff of Const. Institutions.</sup> However, nothing has been heard from Higher Education, Commissioner so far.

If agreed to, we may send a reminder as per attached DFA, please.  
Submitted, please

*[Signature]*  
12/8/08  
Asstt. (Estt.)

D.F. - 283  
18/8/08  
D.R./F.M) 28  
12/8/08

D.R./F.M) 150  
12/8/08

FM - 889  
18/8/08  
150  
18/8

1/C (Estt.)

*[Signature]*  
12/8/08

DR (E)

DFA #1.

*[Signature]*  
12/8/08

*[Signature]*

*[Signature]*  
18/8.

DR (E)

*[Signature]*  
18/8/08  
18/8

1/C (Estt.)  
Asstt. (E)

-12-

-12- (A)  
Annexure - 4

**BPS MAHILA VISHWAVIDYALAYA KHANPUR KALAN (SONIPAT)**

No.BPSMV/Regr./08/3410

Dated: 22/7/08

To  
The Higher Education Commissioner, Haryana  
Siksha Sadan, Sector-5, Panchkula

*Post for sanction from Govt.*

Sub: **Rationalization of staff of constituent Colleges/Institutions - Approval thereof**

Sir,

In terms of Financial Commissioner & Principal Secretary to Govt. of Haryana, Education Department Memo. No.20/1-2006 UNP(I) dated 21.9.2006 (Copy enclosed), the matter regarding rationalization of old staff members of BPS Mahila Vishwavidyalaya was placed before the Executive Council in its 12<sup>th</sup> meeting held on 23<sup>rd</sup> June, 2008 (A copy of the agenda is enclosed for ready reference).

The E.C. resolved that the following policy guidelines shall be followed to decide different category of cases:

1. Staff working already against Grant-in-aid post was recommended to be absorbed straightaway.
2. Staff appointed by due procedure and qualified was recommended to be absorbed and given regular scale.
3. Staff who have completed 10 years of continuous service, and are qualified but where procedure is not followed was recommended to be absorbed and given regular scale.
4. Staff having less than 10 years continuous service and qualified but where procedure was not followed, was recommended to be absorbed and given regular scale.
5. The staff which is not qualified was recommended to be given consolidated salary till such time they acquire the required qualifications. Lower post could be considered wherever possible.
6. The staff on fixed salary, without any break in service and qualified was recommended to be given the fixed salary with annual increase.
7. The staff on contract basis with due break in service was recommended to be given minimum wages i.e. DC rates with 10% increase after every five years or revision of minimum wages whichever is higher.

- 8 The teaching staff on contract basis in colleges was recommended to be given Rs.10,000/- per month. Similarly for school teacher Rs. 8,000/- was recommended.
- 9 Hostel Wardens with at least Matric qualifications were recommended to be re-designated as Hostel Supervisors with consolidated salary of Rs. 4500/- per month with 10% increase after every five years of service. Those with less than Matric were to get minimum wages as per DC rates, with 10% increase after every five years of service.
- 10 The Cooks and Helpers in hostels were recommended at DC rates with 10% increase after every five years of service.

The case of TIG Bhainswal Kalan was recommended to be referred to the Govt. of Haryana as the Institution, which was under Self Finance Scheme, has been closed down being Non-admission institution. There were 29 employees of this institution (List of employees is available at Annex-3).

To implement the Government's directives and the above decisions of the Executive Council, the University would require the sanction of the State Govt. for the following posts, in addition to the present sanctioned strength:

S.No.	Nomenclature of Post	No. of Posts
1.	Professor	04 ✓
2.	Reader	02 ✓
3.	Lecturer	30 ✓
4.	PG Teacher	10 ✓
5.	TG Teacher	14
6.	Superintendent	01 ✓
7.	Resident Medical Officer	01 ✓
8.	Ayurvedic Medical Officer	03 ✓
9.	Accountant	03 ✓
10.	Head Clerk	01 ✓
11.	Cashier	01 ✓
12.	Clerk	10 ✓
13.	Asstt. Librarian	01 ✓
14.	Librarian School	01 ✓
15.	Up Vaidya	03 ✓
16.	Lab Technician	02 ✓

17.	X-Ray Technician	01	✓
18.	O.T. Assistant	01	✓
19.	Store Keeper	01	✓
20.	Record Keeper	02	✓
21.	A.N.M.	01	✓
22.	Trained Dai	01	✓
23.	Generator Operator	03	✓
24.	Library Restorer	02	✓
25.	Library Attendant	02	✓
26.	Lab Attdt/Attendant/Hostel Attendant	30	✓
27.	Mali	06	✓
28.	Water Carrier	02	✓
29.	Pump Operator	01	✓
30.	Peon	05	
31.	Security Guard/Chawkidar/Gate Keeper	13	✓
32.	Sweeper	12	✓
33.	Conductor	02	✓
34.	Hostel Warden	10	
35.	Asstt. Security Officer	02	✓
36.	Jr. Engineer (Civil)	01	
37.	Driver	05	✓
	<b>Total posts</b>	<b>190</b>	

The Financial liability that would accrue annually on account of rationalization of Staff would be Rs. 4.2 crore.

You are requested to kindly accord the approval of the State Govt. to the above proposal to redress the long pending demand of the employees.

The above recommendations are proposed to be implemented with immediate effect.

Thanking you.

Yours faithfully,

Balkrishna  
Registrar 22/7/08

As above.

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U.S. No. 249  
3-3-09

3/3/09

(8)

Selection list by Govt.

Annex-5

From

Financial Commissioner & Principal Secretary to Govt. Haryana,  
Education Department, Chandigarh.

To

Registrar,  
Bhagat Phool Singh Mahila Vishwavidyalaya,  
Khanpur Kalan (Sonapat).

Memo No: 18/203-2007 UNP (2)  
Dated, Panchkula, the: 27-2-09

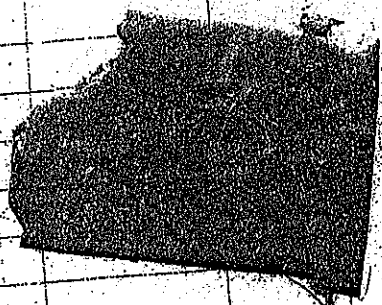
Subject: - Rationalization of staff of constituent colleges/ institutions and  
creation of posts for Bhagat Phool Singh Mahila Vishwavidyalaya,  
Khanpur Kalan (Sonapat).

Kindly refer to your letter No. BPSMV/Estt./08/1520 dated 31.10.2008

the subject cited above.

The State Government agrees for creation of 190 posts detailed below  
for Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat) with the  
following conditions:-

S. No.	Nomenclature of post	No. of posts
1.	Professor	04
2.	Reader	02
3.	Lecturer	30
4.	PG. Teacher	10
5.	TGT Teacher	14
6.	Superintendent	01
7.	Resident Medical Officer	01
8.	Ayurvedic Medical Officer	03
9.	Accountant	03
10.	Head Clerk	01
11.	Cashier	01
12.	Clerk	10
13.	Assistant Librarian	01
14.	Librarian School	01
15.	Up Vaidya	03
16.	Lab Technician	02
17.	X-Ray Technician	01



DR. ESTT

Put upon file and  
process.

3/3/09

3/3/09

18.	O.T. Assistant	01
19.	Store Keeper	01
20.	Record Keeper	02
21.	A.N.M	01
22.	Trained Dai	01
23.	Generator Operator	03
24.	Library Restorer	02
25.	Library Attendant	02
26.	Lab. Attendant /Attendant/ Hostel Attendant	30
27.	Mali	06
28.	Water Carrier	02
29.	Pump Operator	01
30.	Peon	05
31.	Security Guard/ Gate Keeper/ Chowkidar	13
32.	Sweeper	12
33.	Conductor	02
34.	Hostel Warden	10
35.	Asstt. Security Officer	02
36.	Junior Engineer (Civil)	01
37.	Driver	05
	Total	190

Conditions:-

1. The pay scales of these posts shall be in accordance with the approved pay scales of University Grants Commission/ State Govt. as applicable.
2. The expenditure involved on creation/ filling up of these posts will be borne by the University within the sanctioned budget.
3. The scheme shall be included in the plan schemes.

The above sanction is being issued with the concurrence of Finance Department as conveyed vide their U.O No. 60/87/2FDII/08/4412 dated 26.2.2009.

Under Secretary Higher Education  
for Financial Commissioner & Principal Secretary to Govt. Haryana,  
Education Department, Chandigarh

*(Signature)*

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Endst. No. Even

Dated Panchkula, the

A copy is forwarded to the following for information and necessary action:-

1. Accountant General (Audit), Haryana, Chandigarh.
2. Accountant General (Accounts), Haryana, Chandigarh.

*Sd/-*  
Under Secretary Higher Education  
for Financial Commissioner & Principal Secretary to Govt. Haryana,  
Education Department, Chandigarh

A copy is forwarded to the Financial Commissioner & Principal Secretary to Government Haryana, Finance Department, Chandigarh w.r.t. their U.O. 60/87/2FDII/08/4412 dated 26.2.2009.

*Sd/-*  
Under Secretary Higher Education  
for Financial Commissioner & Principal Secretary to Govt. Haryana,  
Education Department, Chandigarh

To

The Financial Commissioner & Principal Secretary to  
Govt. Haryana, Finance Department, Chandigarh

Endst. No. 18/203-2007 UNP (2)

Dated, Panchkula the 27.9.09

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Pay scale of AMO

27

Annexure - B



To

The Financial Commissioner & Principal Secretary to Govt. Haryana, Finance Department

The Financial Commissioner & Principal Secretary to Govt. Haryana, Education Department.

No. 60/7/2FDII/09/569

Dated, Chandigarh, the 27th February, 2009.

Subject:- Revision of pay scales of the Non teaching and other employees who are not covered under UGC Pay Scales of four Universities, eg. Kurukshetra University, Kurukshetra, Maharshi Dayanand University, Rohtak, Chaudhary Devi Lal University, Sirsa and Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, (Sonapat).

\*\*\*\*

The Government of Haryana (in Finance Department) considered the revision of pay scales of various categories of employees of above four Universities and decided to revise the pay scales on the pattern of pay scales approved by the State Govt. for its employees w.e.f. 1.1.2006.

17/3/09  
Sd/- (Admn)  
16/3

2. While adopting revised pay scales, the following points may kindly be adhered to:

Principal Secretary  
Information  
of Hon'ble M.C.

- (i) All the replacement scales should be based on the functional pay scale of the categories of the posts.
- (ii) The formula for fixation of pay and other related matters like categories of employees to whom these revised pay scales shall apply should be the same as notified by the State Govt. for its employees. The option for adopting the revised pay scales should be exercised by the employees within 3 months from the date of sanction issued by their Administrative Department.
- (iii) The universities will adopt Haryana Civil Services (ACP) Rules, 2008 notified by the Finance Department for the employees of State Govt.

12/3/09  
Registered

The Dearness Allowance, House Rent Allowance, Conveyance allowance, Medical Allowance, Traveling allowance and all other incentives to the employees of such Universities should not exceed those admissible to the State Government employees under any circumstances and should not be made effective /applicable from the date earlier than the State Government

It relates to Establishment Branch  
16/3/09

-128-

13/3/09

242  
-110-  
(v) The arrears shall be paid in cash in two installments. The first installment should be restricted to 40% of the total arrears. The remaining 60% of arrears should be paid during the next financial year (As per Guidelines issued by Finance Department)

(vi) The Universities will submit proposals for restructuring and rationalization of their non-teaching staff within 45 days to the Government.

The above recommendations along with copies of approved replacement scales (in Annexure) for the various categories of posts for employees of Universities/University under your Administrative control are sent herewith for conveying the necessary approval at your level.

S A 2 2 2  
Under Secretary, Finance  
for Financial Commissioner & Principal Secretary  
to Government Haryana, Finance Department.

Endst. No. 60/7/2FDII/09/569

dated: 27.2.2009

A copy of the letter (with Annexure) is forwarded to all the Registrars of four following Universities for information & necessary action :-

1. The Registrar, Kurukshetra University, Kurukshetra
2. The Registrar, M.D. University, Rohtak.
3. The Registrar, Chaudhary Devi Lal University, Sirsa
4. The Registrar, B.P.S. Mahila Vishwavidyala, Khanpur Kalan, Sonipat

Boij Mohan  
Under Secretary, Finance  
for Financial Commissioner & Principal Secretary  
to Government Haryana, Finance Department.

S U

27.2.09

27-51-20



Annexure

BPS Mahila Vishwavidyalaya, Khanpur Kalan, Sonapat

Name of Post	Pre revised Pay scale on 31-12-95	Pre-revised modified scale if any between 01-01-06 to date	Corresponding revised pay structure		Remarks
			Pay Band	Grade Pay	
2	3	4	5	6	7
Finance Officer	10000-15200	PB-3	15600-39100	6400	
Private Secretary	10000-13900	PB-3	15600-39100	6000	
Personal Assistant	6500-10500 + 150 S.P.	PB-2	9300-34800	4200	
P.T. Teacher	6500-10500	PB-2	9300-34800	4200	
TG Teacher	5500-9000	PB-2	9300-34800	3600	
Superintendent	6500-10500 + 500 S.P.	PB-2	9300-34800	4200	
Resident Medical Officer	8000-13500	PB-2	9300-34800	5400	
Ayurvedic Medical Officer	8000-13500	PB-2	9300-34800	5400	✓
Computer Programmer	8000-13500	PB-2	9300-34800	5400	
Head Clerk	5500-9000	PB-2	9300-34800	3600	
Technical Assistant	5500-9000	PB-2	9300-34800	3600	
Assistant	5450-8000+60 S.P.	PB-2	9300-34800	3300	
Accountant	5000-7850	PB-2	9300-34800	3200	
Senior Stenographer Scale	5000-7850	PB-2	9300-34800	3200	
Computer Assistant/Data Entry Operator	5000-7850	PB-2	9300-34800	3200	
Cashier	3050-4590	PB-I	5200-20200	1900	

440

Account Clerk	3050-4590+40 S.P.	PB-I	5200-20200	1900
	3050-4590+100 S.P.	PB-I	5200-20200	1900
Patni	3050-4590+30 S.P.	PB-I	5200-20200	1900
Horarian School	4500-7000	PB-I	5200-20200	2800
Up Vaidya	5450-8000	PB-2	9300-34800	3300
Lab Technician	5000-7850	PB-2	9300-34800	3200
X-Ray Technician	4500-7000	PB-I	5200-20200	2800
Junior Scale Stenographer	4000-6000 + 40 S.P.	PB-I	5200-20200	2400
Steno-Typist-cum-Clerk	3050-4590+ 100 S.P.	PB-I	5200-20200	1900
O.T. Assistant	3050-4590	PB-I	5200-20200	1900
Store Keeper	3050-4590	PB-I	5200-20200	1900
Record Keeper	3050-4590	PB-I	5200-20200	1900
A.N.M.	4000-6000	PB-I	5200-20200	2400
Trained Dai	2550-3200	IS	4440-7440	1300
Generator Operator	3050-4590	PB-I	5200-20200	1900
Restorer	3050-4590+30 S.P.	PB-I	5200-20200	1900
Library Attendant	3050-4590	PB-I	5200-20200	1900
Lab. Attendant/Attendant / Hostel Attendant	3050-4590	PB-I	5200-20200	1900
Mali	2550-3200+30S.P.	IS	4440-7440	1300
Water Carrier	2550-3200	IS	4440-7440	1300
Pump Operator	2550-3200	IS	4440-7440	1300
Peon	2550-3200+30 S.P.	IS	4440-7440	1300
Security Guard/Gate Keeper/ Chowkidar	2550-3200	IS	4440-7440	1300
Sweeper	2550-3200+265SA+30SP	IS	4440-7440	1300
Hostel Warden	5450-8000	PB-2	9300-34800	3300
Asstt. Security Officer	5000-7850	PB-2	9300-34800	3200
Driver	4000-6000+300S.P.	PB-I	5200-20200	2400
Executive Engineer(Civil)	10000-13900	PB-3	15600-39100	6000
SDOs	8000-13500	PB-2	9300-34800	5400
Junior Engineers	5500-9000	PB-2	9300-34800	3600

B. P. S. Mahila Vishwavidyalaya

# B.P.S. Mahila Vishwavidyalaya

Reference orders of the Hon'ble vice-chancellor at NP-54.

Rationalization letters for the categories of 204 were not prepared. In compliance to the orders of the Hon'ble Vice-Chancellor the candidates covered under Category No. 6 have also been included set par with with category No. 4, giving scale of the post. The Vice-Chancellor desired that one copy of each letter be prepared by the Establishment Branch, signed by the Registrar and forwarded the same to concerned College/Institution with a request to prepare sufficient copies and ensure dispatch to the concerned employee by 26/5/09, one copy of the letter is retained in personal file of individual, one to ABO and one copy may be returned back to Establishment Branch. Though optimal care has been taken by the office but the Principal/HOD concerned may be requested to ensure that the Name, Designation and pay scales are correct. If any discrepancy is found, the same should be pointed out and the original letter may be returned to Registrar office immediately. Any left out candidate may be reported to the Registrar with full justification.

Accordingly, DAA is added below for kind perusal and approval, please.

Tejshul  
Asst. (Teaching) 25/5/09  
Asst. (Non-teaching) 25/5/09

Subst. (Admin.)  
25/5/09  
25/5/09  
42  
Registrar 25/5/09

735  
25/5/09  
Rego/FM/1329  
25/5/09

VC/FM/135  
25/5/09

Estt/200  
25/5/09

VC/RB/1125  
25/5/09

VCs shall also be requested to ensure that letters for employees who are in Discontinuation on the issue of pay scales be kept ready for the time being. (Admin.)  
25/5/09  
Rego/FM/1329  
25/5/09

Sub:- Proper distribution of Absorption/  
Regularization letters.

The regularization letters of the various employees of the constituent institutions/Colleges have been signed by the undersigned. Please ensure proper distribution of these letters after checking these once again to avoid any discrepancy. The letters of their respective staff should be handed over to the HOD/Principals of the Colleges/institutions i.e. (i) MEM Institute of Ayaznada, College of Edu, Dept of Law, Degree College, Senior Secondary School, B.P.S. Polytechnic and one JE.

DR. Adnan

S (Admin)

AmH

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28/5/09

Balwans  
26/5/09

BPS MAHILA VISHWAVIDYALAYA KHANPUR KALAN (SONIPAT)

No.BPSMV/Estt/09/1798-2108

Dated: 26-5-2009

To

The HOD/Principal,

M.S.M. Instt. of Ayurved  
BPSMV,  
KHANPUR KALAN

**Sub: Rationalization of Staff of constituent Colleges/Institutions.**

Sir/Madam,

The absorption letters in respect of the staff of your institution as per attached list are forwarded herewith.

The sufficient copies of the letter be got prepared by the HOD/Principal concerned after filling area of specialization and dispatch to the concerned employee be ensured by 26.5.2009. One copy of the letter shall be retained in personal file of the individual by the HOD/Principal, one shall be sent to ABO and one copy be sent to Registrar Office. Although utmost care has been taken by the office in preparing the letter, the Principal/HOD concerned shall ensure that the Name, Designation and Pay Scales are correct. If any discrepancy is found, the same be reported to, alongwith the original letter to Registrar Office immediately for rectification. Left out candidate, if any, may also be reported to the undersigned. The Principal/HOD concerned shall ensure that letters for employees who are in litigation on the issue of Post and Pay Scales be kept pending for the time being.

Thanking you.

Yours sincerely,

Encls: Absorption letter of 78 employees.

*Balwant*

Registrar

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**BPS MAHILA VISHWAVIDYALAYA KHANPUR KALAN SONIPAT)**

No. BPSMV/Estt./09/ 1870  
Dated: 26-5-09

To

Dr. Sheela Kumari S/o Sh. Krishan Chander  
MSM Institute of Ayurveda,  
BPSMV, Khanpur Kalan

Sub: -

**Regularization to the post of L.M.O. in the pay scale of Rs. 7500-12000 in MSM Institute of Ayurveda, BPSMV, Khanpur Kalan w.e.f. 27.02.2009.**

Consequent upon recommendations of the Executive Council, BPSMV, Khanpur Kalan made in its 12<sup>th</sup> meeting held on 23.06.2008 on the proposal of rationalization of various posts in different departments/institutes of BPSMV, Khanpur Kalan and further, its approval by the Financial Commissioner & Principal Secretary to Govt. of Haryana, Education Department as conveyed vide Endst. No.18/203-2007 UNP (2) dated 27.02.2009, you are brought on the regular strength of MSM Institute of Ayurveda of the University on the post of L.M.O. in the pay scale of Rs. 7500-12000 w.e.f. 27.02.2009.

It is also made clear that your documents relating to the educational qualifications/experience would be verified from the concerned authority. In case any discrepancy is reported, action will be taken as per University rules.

Henceforth, you will be governed by the rules and regulations of this University as are framed from time to time. You are required to submit a birth certificate and medical certificates from CMO, Sonipat within a period of 15 days from the date of issue of this letter. The terms and conditions of absorption shall be communicated later after consulting the State Government.

If you accept this offer, you should send your consent to the Registrar through your Principal/Chairperson within 15 days from the receipt of this letter.

Registrar

Endst. No. BPSMV/Estt./09/ \_\_\_\_\_ Dated: \_\_\_\_\_

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

1. Principal, MSM Institute of Ayurveda, BPSMV, Khanpur Kalan.
2. Asst. Budget Officer, BPSMV Khanpur Kalan
3. OSD to Vice-Chancellor (for kind information of the Vice-Chancellor), BPSMV, Khanpur Kalan.

*Balbir Singh*  
Registrar



Amended - 11

(Signature)

**BPS MAHILA VISHWAVIDYALAYA KHANPUR KALAN SONIPAT)**

No. BPSMV/Estt./09/  
Dated:

To

Dr. Sheela Kumari/o Sh. Krishan Chander  
MSM Institute of Ayurveda,  
BPSMV, Khanpur Kalan

Sub: -

**Regularization to the post of L.M.O. in the pay scale of  
Rs. 8000-13500 in MSM Institute of Ayurveda, BPSMV, Khanpur  
Kalan w.e.f. 27.02.2009.**

In super session to this office letter No. BPSMV/Estt./09/1870 dated 26.05.09 and consequent upon recommendations of the Executive Council, BPSMV, Khanpur Kalan made in its 12<sup>th</sup> meeting held on 23.06.2008 on the proposal of rationalization of various posts in different departments/institutes of BPSMV, Khanpur Kalan and further, its approval by the Financial Commissioner & Principal Secretary to Govt. of Haryana, Education Department as conveyed vide Endst. No.18/203-2007 UNP (2) dated 27.02.2009, you are brought on the regular strength of MSM Institute of Ayurveda of the University on the post of L.M.O. in the pay scale of Rs. 8000-13500 w.e.f. 27.02.2009.

It is also made clear that your documents relating to the educational qualifications/experience would be verified from the concerned authority. In case any discrepancy is reported, action will be taken as per University rules

Henceforth, you will be governed by the rules and regulations of this University as are framed from time to time. You are required to submit a birth certificate and medical certificates from Sr. Medical Officer, MSM Institute of Ayurveda within a period of 15 days from the date of issue of this letter. The terms and conditions of absorption shall be communicated later after consulting the State Government.

If you accept this offer, you should send your consent to the Registrar through your Principal/Chairperson within 15 days from the receipt of this letter.

Endst. No. BPSMV/Estt./09/ 4066 to 49

Dated: 04-08-09

Registrar

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

1. Sr. Medical Officer, BPSMV, Khanpur Kalan. He is requested that after the medical examination of the above named person, a report to the effect whether or no he/she is medically fit for the University service, may be given to him/her. Commissioner, Haryana, Sector-5, Block-C, Panchkula.
2. The Principal, MSM Institute of Ayurveda, BPSMV, Khanpur Kalan.
3. The Finance Officer, BPSMV Khanpur Kalan
4. OSD to Vice-Chancellor (for kind information of the Vice-Chancellor); BPSMV, Khanpur Kalan.

*Balbir Singh*  
Registrar

*Sheela*  
*8-8-09*

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Anuram  
- 01 -

B.P.S. Mahila Vishwavidyalaya, Khanpur Kalan (Sonipat)  
M.S.M. Institute of Ayurveda

Name of Employee: Dr. Sheela Kumari

Designation: L.M.O.

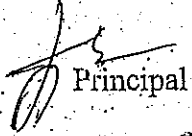
Date of Appointment: 3.11.95

(Regularized w.e.f. 27.2.2009)

Pay-Scale: 8000-13500

1.	Existing Scale of Pay	8000-13500
2.	Pay Band applicable	PB-2, 9300-34800
3.	Existing basic pay as on 27.2.2009	10500
4.	Pay after multiplication by a factor of 1.86	20010
5.	Pay in the Pay Band	20010
6.	Pay in the Pay Band after including benefit of bunching if admissible	N/A
7.	Grade Pay attached to the scale	5400
8.	N.P.A. @25%	6353
9.	Revised Basic Pay- total of pay in the pay band and grade pay	20010+5400+6353=31763
10.	Pay as on 1.7.2010 after increment	20010+763+5400+6543=32716

Auth: B.P.S. Mahila Vishwavidyalaya Letter No. BPSMV/Estt./09/4046 dated 4/8/2009

  
Principal

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Annexure - (12)

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

Office No. 01263-283001, 283002, Fax No. 01263-283779, www.bpswomenuniversity.ac.in

BPSMV/EN/II/19/2048  
Dated: 26/07/2019

To

The Director,  
Department of Medical Education & Research, Haryana  
SCO-7, Sector -16  
Panchkula -134108

**Sub:- Information regarding pay scale of Lady Medical Officer & grant of ACP.**

Kindly reference to the subject cited above

In this regard, it is stated that to settle the pay scale issue of one Lady Medical Officer, you are requested to provide the following information:-

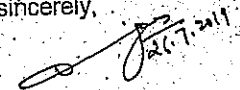
1. Whether the post of LMO (Ayurveda) exists in the DMER.
2. Whether the post of LMO is on same equal scale as of AMO or RMO?
3. What are the pay scales, ACP structure and promotions channel for the post of LMO?
4. Has any LMO (Ayurveda) post filled till date in DMER or not?

Therefore, you are requested to clarify the above points to resolve the issue of pay scales.

An early action will be highly appreciated.

Thanking you,

Yours sincerely,

  
Assistant Registrar (ENT)  
for Registrar

o/c Ms

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Annexure - 08 (13)

Annexure - 'A'

-13-

Directorate of Medical Education & Research, Haryana, Panchkula.  
SCO No. 7, Sector-16, Panchkula. Email: dmer-haryana@nic.in Ph. No. 0172-2560799

To

The Registrar,  
Bhagat Phool Singh Mahila Vishwavidyalaya,  
Khanpur Kalan, Sonapat, Haryana.

Memo No. A1/F91/DMER/2021/12311

Dated: 26/08/2021

**Subject: Information regarding pay scale of Lady Medical Officer and grant of ACP.**

Kindly refer to your office letter No. BPSMV/EN/11/19/2048, dated 26.07.2019 on subject cited above.

The information sought by you is given as under:-

Sr. No.	Question	Answer
1.	Whether the post of LMO (Ayurveda) exists in the DMER.	Post do not exist in this office.
2.	Whether the post of LMO is on same equal scale as of AMO or RMO?	As per reply of Point No. 1 above.
3.	What are the pay scales, ACP Structure and promotions channel for the post of LMO?	
4.	Has any LMO (Ayurveda) post filled till date in DMER or not?	

*N. K. K.*  
25/08/2021  
Joint Director (Admn.),  
for: Director, Medical Education & Research  
Panchkula, Haryana

---Copy---

To,

The Hon'ble Lokayukta  
Haryana Government, Chandigarh.

Subject: Appeal for justice against gross violation and gender discrimination in the promotion case of Dr. Sheela Kumari at Bhagat Phool Singh Mahila Vishwavidyalaya Khanpur Kalan, Sonipat.

Respected sir,

In the above cited subject I wish to draw your kind attention regarding gross violation and gender discrimination in the promotion case of Dr Sheela Kumari at Bhagat Phool Singh Mahila Vishwavidyalaya Khanpur Kalan, Sonipat.

My wife Dr. Sheela Kumari is working as Lady medical Officer (LMO) in MSM Institute of Ayurveda, Bhagat Phool Singh Mahila Vishwavidyalaya Khanpur Kalan, Sonipat since 3/11/1995 when this institution was governed by private management. The institution was taken over by the Haryana state government on 18.8.2006 as BPSMV, Khanpur Kalan, Sonipat.

**Para 1: Biased attitude**

1. The services of Dr Sheela Kumari were regularized in the university on the post of lady medical officer (LMO) in the pay scale of Rs. 8000-13500 w.e.f. 27.2.2009 vide letter no. BPSMV/ESTT/09/4046 dated 4.8.2009 after proper rationalisation of all the post in Institute. It was also specifically mentioned in said letter that 'Henceforth you will be governed by the rules and regulations of university as are framed from time to time. (Copy as Annexure- 1)
2. The Institute was taken over effectively on 18.8.2006. But the services of Dr Sheela Kumari were regularised and absorbed from 27.2.2009 instead of that she is continuously working since 3.11.1995 to 27.2.2009 and continuously till date.
3. It is submitted in this regard that to cover this gap between from 18/8/2006 (taken over date) to 27/2/2009 (Rationalisation/ Absorption date), Dr Sheela Kumari has filed a CWP No. 5401/2012 in the Hon'ble Punjab and Haryana, High Court, Chandigarh. The Hon'ble Punjab and Haryana, High court, Chandigarh, decided this matter and in their

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decision it was clearly mentioned that her services will be approved and absorbed from the date of taken over of the institute as university i.e. 18.08.2006. Copy of decision is attached as **Annexure-2, pages 1-2.**

4. The letter no. BPSMV/ESTT/09/4046 dated 4.8.2009 through which services of Dr Sheela Kumari were regularised and approved, the pay scale of the LMO was mentioned as 8000-13500 w.e.f. 27.2.2009 but after that without issuing any notice, university has changed the pay scale as 7500-12000 without assigning any reason. Even after a long interval no ACP, promotion has been granted to concerned official as well.
5. Several representations have been given to the concerned University authorities in this regard. One example is enclosed as **Annexure-3, pages 1 to 4.** This representation may also be kindly taken into consideration as part of this representation. In the last after a long time, the University authorities has replied that your post of Lady medical Officer (LMO) have not been sanctioned as only 4 post of AMO have been sanctioned and because of such reasons your promotion and ACP have not been granted. Whereas in the reply during the case in Hon'ble High Court University has already accepted that post has been sanctioned. Hence no question arises regarding sanction of post and other matters.
6. Here, I wish to mention that actually four (04) posts of Ayurvedic Medical Officer (AMO) were sanctioned, out of which one is for LMO on which Dr Sheela Kumari is working, one post of RMO on which Dr Bhramjeet is working and on remaining 2 posts Dr Rajpal and Dr Rajbala are working as AMO. Actually all the four doctors have occupied their own post.
7. Actually matter is that, at the time of sending the proposal to DHE for the sanction of these four (04) posts of AMOs, University has not clarified the nomenclatures/ divisions of these posts. University authorities have sent the proposal of sanction of four (04) post of AMOs, since all the posts are of same cadre and nature but with different nomenclatures.
8. Kindly note that as per the directions of Honourable High court of Punjab and Haryana, Chandigarh. The posts of LMO was already approved and sanctioned as AMO. Since the proposal was approved as it is as proposed by University authorities.

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**Para2 : Corrupt Motives/ Biased attitude**

9. The whole matter was managed by Dr Rajpal with the help of University authorities because he was searching his personal benefits so that he can gain all three ACPs and promotional benefits in spite of his two senior officials are working as a LMO and RMO. He played conspiracy against them and taken all benefits in this game, No relief was given to Dr Sheela Kumari by the concerned University authorities till date.
10. Dr Sheela Kumari has filed a CWP no. 28882/2018 in Honourable High Court of Punjab and Haryana regarding ACP & 6<sup>th</sup> -7<sup>th</sup> pay commission. After the intervention of Honourable Punjab and Haryana High Court, Justice Ritu Bahari has issued directions that before the next date of hearing the respondent shall pass appropriate Orders on the legal notice given by the petitioner and order shall be placed on record (Annexure-4). After that University authorities issued a speaking order regarding ACP & 6<sup>th</sup>, 7<sup>th</sup> pay commission.
11. After 19\* years of regular service in University, the first ACPs was granted in 2021 which was due in 2002 and second and third ACP are still pending, which are already due in 2007 and 2015. Here I wish to emphasize that University authorities remain silent regarding first ACP arrears which were due since 19 years. What will be the fate of interest on this amount? Weather it will be given or not? No reason for its delay is mentioned as well. Whereas counterpart of the matter is Dr. Rajpal has been granted all the three ACPs which is absolutely illegal and arbitrarily because as per ACP structure of AYUSH Department only 20% of the senior most AMOs will be entitled for 2<sup>nd</sup> and 3<sup>rd</sup> ACPs.

**Para 3: Gender discrimination**

12. Sir, my wife Dr. Sheela kumara is senior most among all the four (04) AMOs. She is still waiting for 2<sup>nd</sup> and 3<sup>rd</sup> ACPs. Whereas Dr. Rajpal, who stands on third position has been granted benefit for all the three ACPs. Because with the conspiracy of Dr. Rajpal. Principal MSM Institute of Ayurveda University authorities have changed the seniority list. Previous and new seniority list are attached herewith for your ready reference.(Annexure 6, pages 1-3)
13. Sir, it's a serious matter and crime. In the new seniority: list two members LMO and RMO are categorized as in one category and two AMOs are categorized separately so that Dr.

Rajpal can be benefited as senior most. All these facts are attached herewith. It is serious example of gender biasness and discrimination as per RTI information short form University and institutional authorities, they are proposing that LMO and RMO to be placed in a separate cadre and be given general ACP such as 8.16.24. kindly note that ACPs 8.16 and 24 are applicable on employees class 3 and class 4 categories . this is again a serious matter of conspiracy of biasness and discrimination . RTI facts attached as (Annexure 7,pages 1-4)

14. Moreover, to humiliate Dr. Sheela Kumari, a special conspiracy was played by Dr. Rajpal with the help of Principal, MSM Institute of Ayurveda, Dr. Rajpal is appointed is as Nodal officer to look after all non teaching matters in which AMO, RMO and LMO are also included all the matters/ files related to courts , ACPs, leaves etc. are now routed through Dr. Rajpal, proof of this conspiracy sought through RTI is attached herewith. (Annexure 8,pages 1-4)
15. One more clearcut example of gender biasness discrimination. The service book of Dr. Sheela Kumari is tempered and false entries of fabricated leaves have been entered in the book. As information sought from RTI, her leave account such as EL/ML record has been started from 2015 onwards. Whereas, she is serving the institute since 1995. The proof is attached herewith in as **Annexure- 9, pages 1-4** for your ready reference.
16. Moreover as per the CCIM rules, any person working as AMO in Ayurveda college and if he/she is senior most and his/her experience is 10 years she/he is entitled for the promotion as Deputy Medical Superintendent (DMS). It's clear cut guidelines of CCIM. But to bypass Dr. Sheela Kumari, this rule has been ignored with extraneous consideration. Dr. Teena, as an outsourced person on contractual basis on consolidated salary, has been appointed as DMS by completely ignoring the senior most regular cadre employee possessing experience of 27 years. It's clear cut matter of biasness and discrimination. It's nothing but an act of humiliation, harassment and discrimination of a female employee by the university authority. Dr. Sheela Kumari deserve this promotion but nobody is there to hear her voice.

**It is submitted that weather it is not a delay tactics to harass Dr. Sheela Kumari ? When the post of LMP is at par and same with the AMO Cadre, Nature of work and pay scale, then weather the rules terms and conditions of promotions of Lady Medical officer can be different, only because of it belongs to a female employee. When the post of LMO cannot be different in nature from the AMO and RMO than how a DPC rules could be different. It is not a case of gender bias? It it not biased attitude, harassment and torture of female employee in a female organization too i.e. the first female university of State?**

I hereby request you to please intervene in this matter and a vigilance inquiry must be conducted, so that justice can be given to Dr. Sheela Kumari.

With regards

-----sd-----/-

Dr. Jasbir Singh Ahlawat  
H.No. 269, Sec. 14 Rohtak  
Mobile No. 9416536173





**Bhagat Phool Singh Mahila Vishwavidyalaya**  
**Khanpur Kalan (Sonapat), Haryana-131305**  
Office No.01263-283061, Fax No.01263-283779, www.bpswomenuniversity.ac.in

Office Order

In continuation to this letter office order No.-BPSMV/EN-II/22/1467-73 dated 23/08/2022, The Vice-Chancellor is pleased to re-constitute the following committee, to look into the representation of Dr. Sheela, LMO in MSM Ayurveda through Hon'ble Chief Minister grievance portal from Dr. Jagbir Singh Ahlawat :-

- |   |          |
|---|----------|
| 1. Dr. Mahendra, Associate Prof.          | Convener |
| 2. Nodal Officer, LGR                     | Member   |
| 3. Dr. Mahesh Kumar Sharma, Asstt.Prof.   | Member   |
| 4. Mrs. Manju, Supdt (NT)                 | Member   |
| 5. Mrs. Geeta MOR, Supdt (Account branch) | Member   |

Further, the committee may also be instructed to submit its report within a week so that action taken may be sent to the CM Grievance portal.

REGISTRAR

Endst. No. BPSMV/EN-II/22/ 1599 to 1606

Dated: 9/9/22

A: Copy of the above is forwarded to the following for kind information and necessary action: -

- Principal, MSM Institute of Ayurveda BPSMV Khanpur kalan
- Dr. Mahendra, Associate Prof., MSM Ayurveda, Khanpur Kalan
- Nodal Officer, BPSMV Khanpur kalan
- Dr. Mahesh Kumar Sharma, Asstt.Prof. BPSMV Khanpur kalan
- Mrs. Manju, Supdt. (NT) BPSMV, Khanpur Kalan
- Mrs. Geeta Mor, Supdt (Account Branch), BPSMV Khanpur Kalan
- P.S. to Vice Chancellor (for kind information of the Vice Chancellor) BPSMV Khanpur Kalan.
- P.A to Registrar ((for kind information of the Worthy Registrar) BPSMV Khanpur Kalan.

Assistant Registrar (ENT)  
 for Registrar

09/9/22

## Report

The Hon'ble Vice-Chancellor, constituted a committee to look into the re-presentation to Dr. Jasvir Singh Ahalwat husband of Dr. Sheela Malik, LMO in MSM Institute of Ayurveda received through Hon'ble Chief Minister Grievances Portal vide office order Endst. No. BPSMV/EN-22/1599 to 1606 dated 09.09.2022. The committee consists of the followings:-

- |  |          |
|--|----------|
| 1. Dr. Mahendra Sharma, Associate Professor in MSMIA     | Convener |
| 2. Dr. Pawan Kumar, Nodal Officer, LGR                   | Member   |
| 3. Dr. Mahesh Kumar Sharma, Assistant Professor in MSMIA | Member   |
| 4. Ms. Manju, Superintendent, ET                         | Member   |
| 5. Dr. Geeta Mor, Superintendent, Account Branch         | Member   |

The committee held its 5 meetings to look into the re-presentation and examined record produced before the committee by Sh. Parveen, Clerk, ENT Branch of the University. The point wise recommendations of the committee after detailed deliberations are as follows:-

1. That Dr. Sheela was appointed as LMO in pay scale of Rs. 2000-3500 in MSM Institute of Ayurveda under self-finance scheme by erstwhile Kanya Gurukul Khanpur Kalan (A Private Education Society) vide appointment letter dated 02.11.1995. She joined the above post on 03.11.1995. The Legislature of Haryana passed Bhagat Phool Singh Mahila Vishwavidyalaya Khanpur Kalan Act 2006 to establish BPS

Mahila Vishwavidyalaya w.e.f. 18.08.2006 (hereinafter referred as the University) and section 36 of the University Act vested all properties, Institution Courses along-with post created by the KanyaGurukul Khanpur Kalan in the University, The Finance commissioner, Department of Higher Education, Government of Haryana vide Memo dated 21.09.2006 inter-alia informed the University that the employees (Teaching and Non-Teaching) of erstwhile private educational society working on grant in aid posts may be absorbed in the University and the other staff will continue till a final decision is taken by the University. The Executive Council meeting of the University in its 12<sup>th</sup> meeting framed a rationalization policy for seeking budgeted posts for employees (Teaching and Non-Teaching) working under Self-Financing Scheme of the private educational society. The Establishment of the University under the rationalization policy sent a proposal dated 22.07.2008 to the Department of Higher Education, Government of Haryana for creation of 190 posts as budgeted posts under the rationalization policy for employees working under SFS (Annexure-1, Pages 1). A bare perusal of the Annexure-1 shows that the post of LMO is not mentioned in the proposal sent to the Department of Higher Education, Government of Haryana. The Department of Higher Education, Govt. of Haryana vide Memo dated 27.2.2009 sanctioned post 190 budgeted post as per the proposal of the

university including three posts of Ayurvedic Medical Officers (Annexure-2). The establishment branch vide issued regularization letter to Dr. Sheela for the post of Lady Medical Officer in the pay scale of 8000-13500 in M.S.M. Institute of Ayurveda w.e.f. 27-2-2009 mentioning that the finance commissioner Govt. of Haryana Deptt. of Education Haryana has approved the post vide memo dated 27-2-2009 vide letter dated 4-8-2009 (Personal File CP-43).

Therefore, it is recommended that an inquiry officer may be appointed to find out erring officials who did not mention the post of LMO in the proposal sent to the Govt. dated 22.07.2008 and the official who issued regularization letter dated 04.08.2009 to Dr. Sheela for the post of L.M.O in the pay scale of 8000-13500 despite the fact that the post was not sanctioned by the Government vide dated 27.02.2009.

2. That Dr. Sheela Malik is continuing on the same post till date by drawing salary against the post of Ayurvedic Medical Officer sanctioned under the rationalization policy.
3. Dr. Sheela Malik filled C.W.P No.5401 of 2012 before the Hon'ble High Court Chandigarh praying for regularization of her services w.e.f. 18.08.2006 instead of 27.02.2009 with consequent benefits as MSMA has been taken over on 18.08.2006. The Hon'ble High Court in its decision dated 29.03.2013 directed the University to consider the

claim of the Petitioner at par with Dr. Rajpal Singh and Dr. Pushpendera Kumar Sharma within a period of one month after receipt of the certified copy of this order and release all the benefits to the Petitioner. The University re-fixed pay of Smt. Sheela Malik at par with Dr. Rajpal w.e.f. 01.01.2006 on analogy of Dr. Pushpendera Kumar Sharma and she was paid the arrears of HRA, Medical Allowance and NPA. The COCP No. 816 of 2014 filed by the Petitioner was disposed of as rendered infructuous with a liberty to challenge the action of the University vide decision dated 24.03.2015. Thereafter, the University passed Speaking Order vide Ref. No. LC/BPSMV/2019/842 dated 03.09.2019 by re-fixing pay of Smt. Sheela Malik at par with Dr. Rajpal w.e.f. 01.01.2006 in the Pay Scale of Rs. 7,500-12,000 on analogy of Dr. Pushpendera Kumar Sharma and she was paid the arrears of HRA, Medical Allowance and NPA (Personal File CP-105).

~~4. That the University passed Speaking Order vide Ref. No. LC/BPSMV/2019/842 dated 03.09.2019 by re-fixing pay of Smt. Sheela Malik at par with Dr. Rajpal w.e.f. 01.01.2006 in the Pay Scale of Rs. 7,500-12,000 on analogy of Dr. Pushpendera Kumar Sharma and she was paid the arrears of HRA, Medical Allowance and NPA. The University had granted one ACP on analogy of the post held by~~

*[Handwritten signatures and initials]*

Dr. Rajpal namely Ayurveda Medical Officer w.e.f. 01.12.2002 vide Officer Order dated 02.07.2021 (Personal File CP-130-131).

The Committee perused the HCS (ACP) Rules 2016 wherein the post of LMO has not been specified for cadre specific ACP whereas there is provision for cadre specific ACP for Ayurvedic Medical Officer. Therefore, the Committee recommends that she may be considered for grant of general ACP instead of cadre specific ACP as per the ACP Rules especially in view of the fact that the Govt of Haryana has revised pay of 'LMO' in the 7<sup>th</sup> Pay Commission for BPSMV (Annexure-3).

5. That the University has written a letter BPSMV/EN-II/18/975 dated 13.04.2018 to the Director General, Higher Education Haryana for conversion of post/change of nomenclature of posts sanctioned under rationalization including the post of Ayurvedic Medical Officer against which Smt. Sheela Malik is drawing salary to the Post of Lady Medical Officer (Personal File CP-176).

The Committee recommends that the ENT Branch may be directed to send another reminder to DGHE on the above subject and send a special messenger for change of nomenclature of the post for Smt. Sheela Malik and other similarly situated employees.

6. That it is correct that three posts of Ayurvedic Medical Officer were sanctioned by the Govt. of Haryana under rationalization policy and

Smt. Sheela Malik is drawing salary against one of these posts although she has been given rationalization letter for the post of LMO as mentioned in Para 1 above.

7. That the contents of Para No. 7 have been replied in Para No. 1 to 4 above.

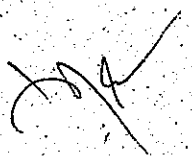
8. The contents of Para No. 8 are factually wrong for reasons given in the above Paras.

9. That the contents of Para No. 9 are wrong as MSMIA is headed by a Professor as Principal who recommends case of each employee working in the institute to higher authorities.

10. That Smt. Sheela Malik filed CWP No. 28882 of 2018 before Hon'ble High Court and the University in compliance to orders of Hon'ble High Court passed Speaking Order vide Ref. No. LC/BPSMV/2019/842 dated 03.09.2019 by re-fixing pay of Smt. Sheela Malik at par with Dr. Rajpal w.e.f. 01.01.2006 in the Pay Scale of Rs. 7,500-12,000 on analogy of Dr. Pushpendra Kumar Sharma and she was paid the arrears of HRA, Medical Allowance and NPA. The University had granted one ACP on analogy of the post held by Dr. Rajpal namely Ayurveda Medical Officer w.e.f. 01.12.2002 vide Officer Order dated 02.07.2021 (Personal File CP-130-131). The Speaking Order dated 03.09.2019 has attained finality.

11. That the contents of Para No. 11 have been replied in Para No. 4.

12. That Sh. Rajpal has been given two ACPs for the post of Ayurvedic Medical Officer as per the HCS (ACP) Rules rather than three ACPs whereas Dr. Sheela Malik has been given 1<sup>st</sup> ACP for the post of AMO whereas she is being rationalized for the post of LMO. The Principal, MSMIA has given an undertaking dated 06.07.2022 that there is no seniority of AMO, LMO & RMOs(Annexure-4)whereas earlier Principal vide letter dated 21.03.2013 shown seniority of three doctors before and after taking over of the Institute wherein Dr. Sheela Malik is placed at Serial No. i, Dr. Bhranjeet has been placed at serial no. ii and Dr. Rajpal at serial number iii(Annexure-5). On the other hand the Office Superintendent has issued another letter showing seniority of AMOs whereas only date of joining of LMO and RMO has been mentioned (Annexure-6). The Committee recommends that departmental enquiry may be initiated to find out the fact in the above matter for the Posts of LMO, RMO and AMOs. The University sought clarification from DHE on the recommendation of a committee regarding pay scale, ACP Structure and promotion channel for the post of LMO vide letter Ref. No. BPSMV/EN/II/19/2824 dated 27.09.2019 (Personal File CP-101) and the DHE vide memo dated 15.01.2020 informed that the pay scale, ACP Structure and promotional channel for the post of LMO is related to the Director Medical Education and Research (DMER) and it not ambit of higher

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education (Personal File CP-120). Further, the DMER vide letter dated 26.08.2021 informed that the post of LMO does not exist in office of DMER (Personal File CP-138). The Department of Ayush, Govt. of Haryana vide letter dated 06.07.2022 informed Sh. Jasbir Singh Ahlawat that the post of LMO (Ayurveda) does not exist in office of the Ayush Department (Personal File CP-137).


13. That the committee does not find any crime although there are serious administrative lapses in issuing the rationalization letter to Dr. Sheela Malik for the post of LMO despite the fact that neither such post was sanctioned by the Government of Haryana under rationalization nor the University sent a proposal for sanction of such post under rationalization.

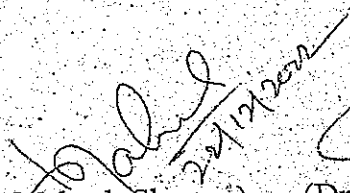
14. That it is a matter of fact that the Principal has assigned the additional duty of Nodal Officer to Dr. Rajpal (AMO) for service and court matters vide letter dated 08.02.2018 with copy to P.A. to the Vice-chancellor and the Registrar of the University. However, all the files are forwarded with recommendation of the Principal to the Competent Authority rather than the nodal officer directly.

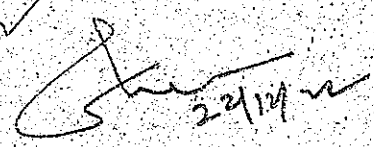
15. The committee did not find merit in allegations leveled in Para 15.

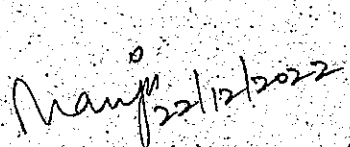
16. The committee did not find any merit in the allegations leveled in said para. Further, Dr. Teena has been engaged on contract basis by following due process.

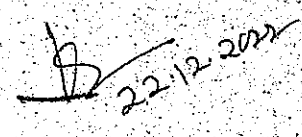
The meeting ended with thanks to the chair.

  
(Dr. Mahendra)

  
(Dr. Mahesh Sharma)

  
(Dr. Pawan Kumar)

  
(Ms. Manju)

  
(Dr. Geeta Mor)

Raj. N. L. C. - 17

Dated. 03/09/2019

Rej. N. L. C. / B.P.S.M.V. / 19 / 842

Dated. 03/09/2019

**B.P.S. MAHILA VISHWAVIDYALAYA KHANPUR KALAN (SONEPAT)**

Speaking Order

In case of Dr. Sheela Devi, L.M.O.

Whereas Dr. Sheela Devi, Lady Medical officer, MSM Institute of Ayurveda, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan has filed a CWP no. 28882-2008 titled as Sheela Devi v/s The Vice Chancellor and others seeking the direction to the respondents to give her the benefit of ACP, Remaining Medical allowances, HRA, benefit of 6th and 7th pay commission.

The same CWP came to hearing on 15.11.2018. The Hon'ble High Court of Punjab and Haryana High Court in an interim order delivered on 15.11.2018 as under:

"However, before the next date of hearing, the respondents shall pass appropriate orders on the legal notice given by the petitioner and the order shall be placed on record."

In compliance of the order of the Hon'ble High Court, the competent authority of the university has gone through the legal notice dated 26.09.2018 served by the petitioner through her advocate Sh. Sachin Gupta and found that vide para 5 of the legal notice the petitioner claimed the benefits of ACP, recovery of medical Allowance, HRA, Non Practice Allowance, recovery of 6th pay commission and benefit of 7th pay commission. In this regard, it is submitted that;

1. The petitioner Dr. Sheela Devi earlier filed a CWP no. 5401/2012. The Hon'ble High Court delivered the decision on dated 29.08.2013 as follows:

"It is directed that the respondents No. 2 and 3 will consider the claim of the petitioner at par with that of Dr. Raj Pal Singh and Dr. Pushpendra Kumar Sharma within a period of one month after receipts of certified copy of this order and will release all the benefits accruing to the petitioner on account of their absorption with effect of 18.08.2006. Since the writ petition was filed on 19.03.2012, the petitioner will be entitled to the arrears, if any, for a period of 38 months prior to the filing of this writ petition."

In compliance of the Hon'ble Court order, the pay of the petitioner was refixed at par with Dr. Raj Pal and Dr. Pushpendra Kumar Sharma w.e.f 01.01.2006 and the arrear of HRA, Medical Allowance and NPA was also paid to the petitioner due for the period 38 months prior to filing the writ petition no. 5401/2012.

2. The petitioner filed a COCP no 816/2014. The same COCP was disposed off on dated 24.03.2015 as follows:

"Council for the petitioner states that the benefits which the petitioner is entitled to has not been granted to her by the respondents and therefore, prays for liberty to challenge the action of the respondents.

Disposed of as infructuous with liberty as prayed for."

Attended

*[Signature]*

B.S. O. 10/09/2019  
B.S. O. 10/09/2019  
B.S. O. 10/09/2019

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It is pertinent to mention here that the petitioner has not challenged the action of the respondents so far.

3. It is further submitted that the Financial Commissioner & Principal Secretary to Govt. Haryana, Education Department, Chandigarh vide its letter no. 18/203-2007 UNP (2) dated 27.02.2009 created 190 post of different nomenclature including 3 posts of Ayurvedic Medical Officer and 1 Resident medical Officer in the pay scale of 8000-13500 with the condition that the pay scales of these posts shall be in accordance with the approved pay scale of University Grant Commission / State Govt. as applicable. As per letter issued by A.R. Non-Teaching vide letter no. BPSMV/EN-II/17/2008-14 dated 27.04.2017, regarding grant of ACP to the Staff of MSM Institute of Ayurveda, the matter is to be pursued as per Haryana Civil Services (ACP) Rules, 2008 notified by the Finance Department for the Employees of the State Government. Before this letter no. ACP was granted to anyone of the staff members.

M.S. No. ... PURPOSE ONLY  
B.P. ...  
KPS-12

The petitioner has been drawing the pay scale of 8000-13500. As per Govt., the pay scale of the post of Ayurvedic Medical Officer, Resident medical Officer and Lady Medical Officer is 7500-12000. Hence all such cases will be decided to bring in conformity to the prescribed rules /guidelines applicable in such cases.

4. In view of above position the University is of the view that the benefit of Medical Allowance, HRA, NPA has already been released and are continued to the petitioner w.e.f. 01.01.2009 and 6th pay commission has also been given to the petitioner w.e.f. 01.01.2006 and to avoid any further financial loss to the petitioner, the ACP Case will be put up before the Departmental Promotion Committee of the University on analogy of DR. Raj Pal. After that, her pay will be fixed in the corresponding 7th pay scale.

In ACP structure and rules of the state government under point 6, LMO is not specifically mentioned. Her post is sanctioned and allotted out of 3 posts of AMOs and nature of her job is same as of AMOs. Hence on this basis and in absence of anything contrary in the record, it is found fit to consider and treat LMO in the cadre of AMO. Thereby, all ACPs of the petitioner which are still due to be granted, have been accorded to be granted to the petitioner after recommendation of DPC and at par with Dr. Rajpal as per existing rules applicable in the case of AMOs.

However, university has sought clarification for ACP structure for the post of LMO from Director Medical Education and Research, Govt. of Haryana vide letter BPSMV/EN/II/19/ 2048 dt. 26.07.19. The case of Dr. Sheela Devi (petitioner) may have to be re-fixed and future course of action will be taken accordingly.

*Sheela*  
03/07/19  
Officiating Registrar  
Officiating Registrar

*Attested*  
*[Signature]*  
M.S. No. ...  
B.P. ...  
KPS-12

CF-9082  
06/10/2023

For M.A.

DRET-3211  
9/10/2023

*[Signature]*  
4/10/23

From

Director Higher Education,  
Shiksha Sadan, Sector 5  
Panchkula, Haryana.

The Vice-Chancellor,  
Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kanan, Sonapat,  
Haryana

Memo No: 18 86-2023 UNP(1), E, No. 989546  
Dated, Panchkula the 03.10.2023

Subject: - Regarding Economy measure for ex-post-facto approval of filling up of sanctioned vacant Teaching and Non-Teaching posts and conversion of existing posts in the State Universities.

Kindly refer to the subject cited above.

I have been directed to inform you that on the recommendation of the Committee, the Government has allowed the university to fill up sanctioned vacant Teaching and Non-Teaching posts and conversion of existing posts by exempting FD's Instructions bearing No. 56/2002-1B&C. Dated 06.02.2023 to fill up Teaching and Non-Teaching posts as per the details given below:-

Details of Teaching posts allowed to be filled in the year 2022.

Sr. No.	Name of the Department	Posts	Sanctioned Posts	Filled up	Still lying vacant	Posts allowed to be created/revived
1	English	Associate Professor	2	1	1	1
2	Foreign Language	Associate Professor	1	-	1	Post shifted to Economics)
3	Law	Professor	2	-	2	1
		Associate Professor	3	-	3	1
4	Management Studies	Associate Professor	3	2	1	1
		Assistant Professor	5	4	1	1
5	Commerce	Professor	1	-	1	1
		Associate Professor	2	-	2	2
6	Hotel Management	Professor	1	-	1	1
		Associate Professor	1	-	1	1
		Assistant Professor	2	1	1	1
7	Computer Science Engineering & IT	Associate Professor	1	-	1	1

~~Registrar~~

*[Signature]*  
06/10/23

D.R. (ET) ✓  
D.R. (EAT)

*[Signature]*  
9/10/2023  
Asst II

8	Electronics & Communication Engineering	Associate Professor	2	1	1	1
9	Fashion Technology	Associate Professor	1	-	1	1
10	Chemistry	Associate Professor	2	-	2	1
		Assistant Professor	5	-	5	5
11	Physics	Associate Professor	2	-	2	1
		Assistant Professor	5	-	5	5
12	Mathematics	Professor	1	-	1	1
		Associate Professor	2	-	2	2
		Assistant Professor	5	0	5	5
13	Social Work	Associate Professor	1	-	1	1
14	Economics	Professor	1	-	1	1
		Associate Professor	2	1	1	1+1 (1 shifted from Foreign Language)
15	History & Archaeology	Associate Professor	2	-	2	1
		Assistant Professor	4	-	4	3
16	Political Science	Associate Professor	2	-	2	1
		Assistant Professor	4	-	4	3
17	Geography	Professor	1	-	1	1
		Assistant Professor	4	-	4	3
18	Pharmaceutical Education & Research	Professor	1	-	1	1
		Associate Professor	3	1	2	2
		Assistant Professor	3	2	1	1

19	Physical Education	Professor	1	-	1	1
		Associate Professor	2	-	2	1
		Assistant Professor	4	-	4	4
20	Food & Nutrition	Professor	1	-	1	1
		Associate Professor	2	-	2	1
		Assistant Professor	4	-	4	2
21	BPS Institute of Teacher Training & Research	Principal	1	-	1	1 (Converted to Professor)
		Associate Professor	2	-	2	2
		Assistant Professor	13	10	3	3
22	MSM Institute of Ayurveda	Professor	5	2	3	3
		Assistant Professor	18	13	5	5
23	BPS Institute of Higher Learning	Principal	1	1	-	To be converted as Professor on vacancy.
		Assistant Professor	30	22	8	8
24	Regional Centre at Kharal (Jind)	Associate Professor	3	-	3	2 1 English 1 Pol. Sci.
		Assistant Professor	13	-	13	12 Hindi-2, Eng.-1, Skt.-1., Pol. Sci.-1, Eco.-1, His.-1, Phy.-1, Chem.-1, Math.- 1, Mgt.-1, Com.-1.
25	Regional Centre at Krishna Nagar (Rewari)	Assistant Professor	3	-	3	Kept pending.
		Assistant Professor	10	-	10	

**Non-Teaching Posts Allowed to be filled**

Sr. No.	Name of Post	No. of sanctioned posts	No. of filled posts	No. of vacant posts	No. of posts allowed to be created/revived
1	Controller of Examination	1	-	1	1
2	Librarian	1	-	1	1
3	Jr. Scale Stenographer	7	-	7	7
4	Assistant	35	31		4
5	Accountant	9	6	3	3
6	Accounts Clerk	2	-	2	2
7	Clerk-cum-DEO	38	13	25	15 Regular 10 HKRN
8	Steno-typist-cum-Clerk	20	-	20	10 HKRN
9	Driver	13	7	6	3 Regular 3 HKRN
10	Lab Attendant	59	30	29	15 Regular 14 HKRN
11	Junior Engineer	6	1	5	4 (Preferably Women)
12	Draftsman	1	-	1	1 HKRN
13	Hostel Supervisor	8	7	1	1
14	Hostel Attendant	19	15	4	4 HKRN
15	Library Attendant	4	3	1	1
16	Library Assistant/ Assistant Librarian	3	1	2	2
17	Tabla Player	1	-	1	1 (Deputation/HKRN)
18	Asstt. Security Officer	2	1	1	1 ( Preferably Woman)
19	Security Guard/Gate Keeper/Chowkidar	30	10	20	12 Regular 8 HKRN
20	PA to Principal	1	-	1	1 HKRN
21	Staff Nurse	10	-	10	6 Regular 4 HKRN
22	Panchkarma Technician	2	-	2	1 Regular 1 HKRN

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	Panchayat Assistant	4	-	4	2 Regular 2 HIKRN
24	Attendant Dark Room	2	-	2	1 Regular 1 HIKRN
25	Workshop Superintendent	2	-	2	1
26	Workshop Instructor	2	-	2	2
27	PGT	10	8	2	2 (1 Hindi & 1 Biology)
28	TGT	29	19	10	8 (3 SST, 1 Sci., 2 Eng., 1 Skt., 1 Art & Craft)
29	PRT	8	6	2	2 (1 Art & Craft and 1 English)
30	JBT	5	2	3	3
31	Pump Operator	1	-	1	1
<b>Regional Centre Kharal</b>					
32	Asstt. Registrar	1	-	1	1
33	Assistant	2	-	2	2
34	Clerk-cum-DEO	4	-	4	4
35	Library Attendant	1	-	1	1
36	Technical Asstt.	2	-	2	2
37	Computer Assistant	1	-	1	1
38	Sr. Library Asstt.	1	-	1	1
39	Clerk/DEO	3	2	1	1
40	Security Guard	2	1	1	1
<b>Regional Centre Krishan Nagar (Rewari)</b>					
41	Asstt. Registrar	1	-	1	1
42	Superintendent	1	-	1	1
43	Assistant	2	-	2	2
44	Clerk-cum-DEO	4	-	4	1 Regular 2 HIKRN
45	Library Attendant	1	-	1	1
46	Technical Asstt.	2	-	2	2

47	Computer Assistant	1	-	1	1
48	Sr. Library Assit.	1	-	1	1

**Category A: Permission to fill up existing sanctioned vacant Teaching posts in the year 2023**

Sr No	Name of Dept	Post	Sanctioned	Already Filled	Still Lying Vacant	Proposal of University	No. of posts recommended to be created/revived
1	Regional Center, Rewari	Associate Professor	3	0	3	3	3 (1 Chemistry and 2 English)
2	Education	Assistant Professor	10	0	10	10	10 (1 Hindi, 2 English, 1 Math, 1 Sanskrit, 1 Political Science, 1 History, 1 Physics, 1 Chemistry and 1 Commerce)

**Category B: Proposal for conversion of existing Posts by surrendering the existing sanctioned equivalent vacant Teaching posts:**

Sr. No.	Posts to be surrendered	Number	Posts recommended against surrendered posts	Number
	Basic and Applied Sciences (Assistant Professor)	3	Assistant Professor in the Dept. of 1 Math, 1 Physics and 1 Environment Science	3

**Category B: Proposal for conversion of existing posts by surrendering the existing sanctioned equivalent vacant Non-Teaching posts :**

Sr. No.	Name of the Department	Post	Pay Scale/Pay Level of surrendered/converted post	Pay Scale/Pay Level of post to be created/revived
1	Senior Scale Stenographer	8	L-6	5 posts of Assistants
2	Section Officer	1	L-7	1 Superintendent
3	Senior Assistant	1	L-6	1 Assistant
4	Junior Assistant	1	L-2	1 Clerk
5	Gate Keeper	5	DL	5 Security Guard
6	Chowkidar Day/Night	19	DL	19 Security Guard

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7	RMO	1	L-9	1 AMO
8	Ferro Printer and other Supporting Staff	6	DL	3 Peon, 3 Mali
9	Head Clerk	2	L-6	2 Assistant
10	Librarian (Dept. of Education)	1	L/O	1 Assistant Librarian
11	Waterman/Water Carrier	7	DL	7 Peon

- The Vice Chancellor to start the selection process immediately in a transparent manner as per norms. The selection process should be completed within three months.
  - The expenditure involved in the matter will be met out within the sanctioned budget for the year 2023-24.
  - No fresh proposal for revival of posts laying vacant for more than two years from these universities will be considered in future.
- This is issued with the concurrence of Finance Department received vide their U.O. No.60/42/2023-3FDII/22123 dated 29.09.2023.

*Wimal*  
Deputy Director UNP  
for Director Higher Education,  
Haryana, Panchkula

Endst. No. 18/86-2023 UNP(1), E. No.989546

Dated, Panchkula, the 03.10.2023

A copy is forwarded to the following for information and necessary action:

- 1 PS/ACS Higher Education, Chandigarh.
- 2 PS/Vice Chairperson, HSHEC, Panchkula.
- 3 PS/DHE
- 4 Assistant UNP (2)

*Wimal*  
Deputy Director UNP  
for Director Higher Education,  
Haryana, Panchkula

# Annexure - 27

MINUTES OF THE MEETING OF THE COMMITTEE CONSTITUTED TO LOOK INTO THE MATTER OF NTTs WITH REGARD TO THEIR CONTINUATION AND PAYMENT OF REMUNERATION ETC. HELD ON 17.11.2023 AT 11:00 A.M. IN THE ROOM NO. 26, OFFICE OF DEAN ACADEMIC AFFAIRS, ADMINISTRATIVE BLOCK, BPSMV, KHANPUR KALAN.

Following were present:-

- |  |            |
|--|------------|
| 1. Prof. Sanket Vij, Dean Academic Affairs               | - Convener |
| 2. Prof. Neelu Sood, Principal, University Campus School | - Member   |
| 3. Mrs. Sumita, Principal, Kanya Gurukul Sr. Sec. School | - Member   |
| 4. Sh. Rajesh Kumar, A.R (Estt. N.T.) Branch             | - Member   |

Proceeding of the meeting: -

The case of Nursery Teachers (NTTs) working in University Campus School was discussed in detail and it has been found two advertisement were issued by the university for engaging NTTs i.e. in 2011 and 2019. The qualifications according to these two advertisements are as under

- |      |   |
|------|---|
| 2011 | Graduation with NTT (from recognized institution) |
| 2019 | Qualification as per DSE, Haryana.                |


The following NTTs were engaged in campus school for that academic session only purely on workload basis.

Sr. No.	Name	Qualification possessed by them	Engaged against advertisement released in the year
1	Ms. Nidhi	M.A, B,Ed, NTT, Diploma in Art (Two years)	2011
2	Mrs. Sarita	M.A, NTT	2011
3	Mrs. Manju Dahiya	B.A. NTT, JBT, PGDCA,	2019


The extension is granted to the above NTTs year to year basis and they are working from their date of engagement till date purely on workload basis. It is pertinent to mention here that there is no post of NTT sanctioned in BPSMV Khanpur Kalan. Moreover, no post of NTT exists in the CBSE, HBSE and KVS Schools. There is no service rule / guidelines for the post of Nursery teachers has been prescribed by the Haryana Government. Due to non existence of any service rules in Haryana Govt, the committee is not in a position to frame any rules in this regard at their own.

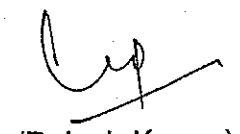
In view of above, the committee unanimously is of the view that the case of NTTs with regard to release of their salary upto the session 2023-24 and for their further continuation may be referred to the Executive Council to take concrete decision.

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

  
(Sanket Vij)

(Neelu Sood)

  
(Sumita)

  
(Rajesh Kumar)

AMS-9746

Kop/20/10/23

ENT/1/2965  
2/11/23

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**Most Urgent**

From

Additional Chief Secretary to Govt. of Haryana,  
Higher Education Department, Chandigarh.

To

The Registrars,

1. Kurukshetra University, Kurukshetra
2. Maharishi Dayanand University, Rohtak
3. Ch. Devi Lal University, Sirsa
4. Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat)
5. Indira Gandhi University, Meerpur, Rewari
6. Chaudhary Ranbir Singh University, Jind
7. Gurugram University, Gurugram
8. Chaudhary Bansi Lal University, Bhiwani
9. Dr. B.R. Ambedkar National Law University, Rai, Sonapat
10. Maharshi Valmiki Sanskrit University, Mundri (Kaithal),

Memo No: 18/255-2022 UNP (2) E-724968

Dated, Panchkula the 23-10-2023

**Subject:-** Clarification regarding revision in Qualifications made by the University for promotion to the post of Asst. Registrar and other Non-Teaching posts.

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Kindly refer to the subject cited above.

It has been observed that the State Universities change/modify the Service Rules/Criteria especially for Non-Teaching posts randomly without taking assent of Hon'ble Governor Chancellor and approval of the State Government which creates litigation for the department as well as for the universities.

Therefore, I have been directed to inform that all the modifications/changes made as on date by the universities in the service rules/qualifications/criteria, are hereby freezed.

From now onwards, Instructions No. 13/39/2020-4GS-II dated 02.11.2020, issued by the office of Chief Secretary to Government of Haryana, have to be followed in letter and spirit.

DA: As above.

*Exempted from Public Access*  
*23/10/2023*

Superintendent UNP

for Additional Chief Secretary to Govt. of Haryana,  
Higher Education Department, Chandigarh.

Endst No. Even

Dated: Panchkula, the

A copy of the above is forwarded to the Registrar, Kurukshetra University, Kurukshetra with reference to their letter no. ET-4/23/5806 dated 13.07.2023.

Superintendent UNP

for Additional Chief Secretary to Govt. of Haryana,  
Higher Education Department, Chandigarh.

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No. 13/39/2020-4GS-II  
HARYANA GOVERNMENT  
GENERAL ADMINISTRATION DEPARTMENT  
(GENERAL SERVICES-II BRANCH)

Dated Chandigarh 2<sup>nd</sup> November, 2020

To

1. All the Administrative Secretaries to Government, Haryana.
2. All the Heads of Department, Haryana.
3. All the MDs/CAs of Boards/Corporations/Institutions in the State of Haryana.
4. All the Commissioners, Ambala, Hisar, Rohtak, Gurugram, Karnal & Faridabad Divisions
5. All Deputy Commissioners and Sub Divisional Officer (Civil) in Haryana.
6. All the Registrars of Universities in the State of Haryana.

Subject: Regarding verification of Service Rules of Boards/Corporations/Public Sector Undertakings/Statutory Bodies/Commissions etc. of the State Government.

Sir/Madam,

I am directed to invite your attention on the subject cited above and to say that draft Service Rules of all the Departments framed under Article 309 of the Constitution of India are examined and verified by Government in the General Administration Department in the light of Model Service Rules and instructions issued from time to time. The Service Byelaws of the employees of Boards/Corporations/Public Sector Enterprises/Statutory Bodies/Commissions/Authorities/Societies etc. of State Government are framed at their own level. It has come to notice that byelaws of some of the Boards/Corporations/Public Sector Undertakings etc. are sometimes not in consonance with the Model Service Rules/instructions issued by Government from time to time. Although, the Haryana Bureau of Public Enterprises examines the proposals of Boards and Corporations, there are instances where posts created in a particular Board/Corporation are sometimes taken as a precedent to demand parity/equivalence by other Boards/Corporations.

2. To introduce fiscal/administrative discipline and propriety, Government has decided that in future the draft Service Byelaws of all the employees or any amendment therein of all the Boards/Corporations/Public Sector Enterprises/ Statutory Bodies/Commissions/ Societies/Authorities etc. will be sent by the Administrative Department concerned to the Chief Secretary to Government Haryana in General Administration Department for examination before the same are sent to HBPE or any other authority for finalization.

3. These instructions may please be brought to the notice of all concerned

Yours faithfully,

*Rajkumar*  
Under Secretary, General Administration,  
for Chief Secretary to Government Haryana

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Proceedings of the 12<sup>th</sup> meeting of Executive Council held on 23<sup>rd</sup> June, 2008 at 2.00 P.M. in the office of the Vice-Chancellor, BPS Mahila Vishwavidyalaya, Khanpur Kalan (Sonipat) under the chairpersonship of Dr.(Mrs.) Pankaj Mittal, Vice-Chancellor, BPSMV, Khanpur Kalan (Sonipat)

The following attended the meeting:

1. Dr. (Mrs.) Pankaj Mittal, Vice-Chancellor - In Chair
2. Sh. Shiv Raman Gaur, IAS, Higher Education Commissioner
3. Sh. Ajit Joshi, IAS, Deputy Commissioner, Sonipat
4. Prof. H.L. Verma, G.J. University, Hisar nominee of FCPS, Technical Education, Haryana
5. Dr. Balbir Kaur, Registrar

The following decisions were taken:-

1. To confirm the minutes of 11<sup>th</sup> EC meeting held on 10.6.2008.

The Minutes of 11<sup>th</sup> meeting of the E.C held on 10.6.2008 were confirmed.

2. To note the follow-up action taken in the 11<sup>th</sup> meeting of the E.C.

The EC noted with appreciation, the action taken by the University on various decisions taken in the 11<sup>th</sup> meeting of the Executive Council.

3. Rationalization of Staff of Constituent Institutions/Colleges.

The EC approved the recommendations of the Committee constituted by the University for rationalizing the staff. The following was approved:-

1. Staff on Grant-in-aid post may be absorbed straightaway.
2. Staff appointed by due procedure and qualified may be absorbed and given regular scale.
3. Staff who have completed 10 years of continuous service and are qualified but where procedure is not followed may be absorbed and given regular scale.
4. Staff having less than 10 years of continuous service, and qualified but procedure not followed, may be absorbed and given regular scale.

5. The staff which is not qualified may be given consolidated salary till such time they acquire the required qualifications. Lower post may be considered wherever possible.
6. The staff on fixed salary, without any breaks in service and qualified may be given the fixed salary with annual increase.
7. The staff on contract basis with due break in service may be given minimum wages i.e. DC rates with 10% increase after five years or revision of minimum wages whichever is higher.
8. The teaching staff on contract basis in colleges may be given Rs.10,000/- per month. Similarly the school teacher may be given Rs. 8,000/- per month.
9. Hostel Wardens with at least Matric qualifications may be re-designated as Hostel Supervisors with consolidated salary of Rs. 4500/- per month with 10% increase after every five years of service. Those with less than Matric to get minimum wages with 10% increase after every five years of service.
10. The Cooks and Helpers in the hostels may be given DC rates. However, an increase of 10% for every 5 years of services rendered may be given to the old Cooks.

The Executive Council recommended the creation of equivalent number of posts & advised the University to approach the State Government for its creation. The EC also recommended that the case of 30 employees of TIG, Bhainswal Kalan may also be referred to the State Government for seeking clarification as to whether these employees may also be considered as per the above policy.

Sh. Shiv Raman, Gaur, Commissioner, Higher Education, Haryana advised that the recommendations at Sr. No.2, 3 & 4 may be implemented only after getting approval of the State Government with regard to sanction of equivalent number of posts.

It was recommended that the case may be referred to the State Govt. for concurrence and approval for implementing the above recommendations.



Annexure - 29 (2)

Annexure 5/1

From

Financial Commissioner & Principal Secretary to Govt. Haryana,  
Education Department, Chandigarh.

To

Registrar,  
Bhagat Phool Singh Mahila Vishwavidyalaya,  
Khanpur Kalan (Sonapat).

Memo No: 18/203-2007 UNP (2)

Dated, Panchkula, the: 27-2-09

Subject: Rationalization of staff of constituent colleges/ institutions and  
creation of posts for Bhagat Phool Singh Mahila Vishwavidyalaya,  
Khanpur Kalan (Sonapat).Kindly refer to your letter No. BPSMV/Estt./08/1520 dated 31.10.2008  
the subject cited above.The State Government agrees for creation of 190 posts detailed below  
for Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat) with the  
following conditions:-

S. No.	Nomenclature of post.	No. of posts
1.	Professor	04
2.	Reader	02
3.	Lecturer	30
4.	PG. Teacher	10
5.	TGT Teacher	14
6.	Superintendent	01
7.	Resident Medical Officer	01
8.	Ayurvedic Medical Officer	03
9.	Accountant	03
10.	Head Clerk	01
11.	Cashier	01
12.	Clerk	10
13.	Assistant Librarian	01
14.	Librarian School	01
15.	Up Vaidya	03
16.	Lab Technician	02
17.	X-Ray Technician	01

ATTACHED

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18.	O.T. Assistant	01
19.	Store Keeper	01
20.	Record Keeper	02
21.	A.N.M	01
22.	Trained Dai	01
23.	Generator Operator	03
24.	Library Restorer	02
25.	Library Attendant	02
26.	Lab. Attendant /Attendant/ Hostel Attendant	30
27.	Mali	06
28.	Water Carrier	02
29.	Pump Operator	01
30.	Peon	05
31.	Security Guard/ Gate Keeper/ Chowkidar	13
32.	Sweeper	12
33.	Conductor	02
34.	Hostel Warden	10
35.	Asstt. Security Officer	02
36.	Junior Engineer (Civil)	01
37.	Driver	05
	Total	190

Conditions:-

1. The pay scales of these posts shall be in accordance with the approved pay scales of University Grants Commission/ State Govt. as applicable.
2. The expenditure involved on creation/ filling up of these posts will be borne by the University within the sanctioned budget.
3. The scheme shall be included in the plan schemes.

The above sanction is being issued with the concurrence of Finance Department as conveyed vide their U.O No. 60/87/2FDII/08/4412 dated 26.2.2009.

Under Secretary Higher Education  
for Financial Commissioner & Principal Secretary to Govt. Haryana,  
Education Department, Chandigarh.

-179- *[Signature]*

A memo - 30

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To

The Registrar  
BPSMV, Khanpur Kalan  
Sonapat.

Audit requisition No. 23 dated 31

Memo No. BPSMV/Audit/106 dated 21.7.13

Sub:- Posts under self finance scheme were not sanctioned by the State Government and excess of expenditure over income under self finance scheme of B.P.S. Mahila Polytechnic.

While pre-auditing the service books of employees of Polytechnic working under self finance scheme it has been noticed that self finance scheme was introduced in BPS Mahila Polytechnic in 2009-10 without the approval of the State Government. The admissions were opened in total 05 courses/trades and 14 teaching posts were filled under self finance scheme through a advertisement published in newspaper on 13.02.2009 with the approval of university authorities but till now no sanction has been obtained from the State Government in this regard. Moreover, wrong appointment letters were issued to the employees under self finance scheme which is required to be modified because these posts were advertised in newspaper clearly mentioning that all such posts are to be filled under self finance scheme. But appointment letters were issued to the new employees by the Principal, Polytechnic in Electronics & Communication Engineering were also appointed under this advertisement without mentioning the self finance scheme. It is a clear cut violation of the Government orders/ instructions, the same may be required to be justified and put up the matter to the Director, Technical Education.

It is also necessary to mention here that as per the balance sheet of the institutions for the year 2010-11, the total excess of expenditure over income was Rs. 27,19,937/- and in the next year 2011-12 the excess of expenditure over income was Rs. 30,94,674/- and again in the same manner in 2012-13 the excess of expenditure of Rs. 46,97,272/-. It shows that the loss in the self finance scheme is consistently increasing year by year.

It is further necessary to mention here that as per the information supplied by the Polytechnic Department the strength of student teacher ratio are not being followed with regard to course/trade. It shows teaching strength are not accordingly to the students' strength in all courses/trade.

"Self finance courses/programme means the course / programme that generate sufficient revenues by way of tuition fees, admission fees and other funds prescribed by the University so as to meet all the expenses in running of the courses towards salaries of the employees, building rentals, recurring expenses for electricity, water, stationery, course material, establishment and maintenance of laboratories, postage, TA/DA and all

other incidentals so as to provide the course/programme the character of financial self-sustenance." L

Keeping in view of the above it is requested that self finance scheme in BPS, Polytechnic is to be re-examined in the light of Clause 24.3(e) and 24.9 of University Account Code Haryana with the comparison of income and expenditure of self finance scheme. It is further requested that to avoid any legal complications all the appointments letter which were earlier issued to the employees working under self finance scheme should also be modified. It is also requested that as per the Clause 24.12 of University Account Code all teaching/non-teaching posts under the scheme which were created by the Executive Council on the basis of justified workload may also be got approved from the State Government/ Finance Department on priority basis.

The annual increments of all the employees has been duly admitted in audit subject to the condition that in future if no sufficient fund is available in self finance scheme then no up-gradation in shape of Dearness allowance/ increment and salary may not be made to avoid further loss to the University funds, as the University has already incurred financial loss up to the tune of Rs. 1,05,11,883/- (approximate) in last three years which is also contravention of the self finance scheme rules.

It is humbly requested to worthy Higher Government officials to Direct/advise the university authorities to do the needful in the best financial interest of the university / State Government.

*[Signature]* 31/7/13  
Deputy Director Audit  
BPSMV, Khanpur

Endst No. BPSMV/Audit/101-112 dated 31-7-13

- Copy to the following for advance information Please.
- 1 Principal Secretary to Govt. of Haryana Higher Education
  - 2 Principal Secretary to Govt. of Haryana Finance Department
  - 3 Director General Higher Education, Haryana.
  - 4 Director Technical Education, Haryana.
  - 5 Director Local Audit, Haryana (Chandigarh)
  - 6 P.A to V.C (for kind information to Hon'ble Vice-Chancellor)

*[Signature]* 31/7/13  
Deputy Director Audit  
BPSMV, Khanpur

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

*Rue*

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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

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

OFFICE OF DIRECTOR HIGHER EDUCATION, HARYANA,  
PANCHKULA

ORDER

No.5/19-2015.UNP (1)

Dated, Panchkula 17.9.2015

Whereas Ms. Sanyukta & others has filed Civil Writ Petition No. 8172 of 2015 in the Hon'ble Punjab & Haryana High Court at Chandigarh. The writ petition was disposed of by the Hon'ble Court on 29.04.2015 with the following directions:-

"The grievance raised in the present Writ Petition is that the petitioner were appointed by following the regular selection process in the year 2009 but for the last one year, their salary is not being paid because the posts have not been sanctioned by Respondents No. 2 and 3 despite the fact that respondent No. 1 University has repeatedly request respondent No. 2 and 3 to taking a final decision in the matter.

In the circumstances, this Writ Petition is disposed of at this stage with a direction to respondent No. 2 and 3 to taking a final decision in the matter within two months from the receipt of certified copy of this order."

The matter was examined and sent to Finance Department for taking decision in the matter as F.D. is the competent authority to take decision in the matter. The Finance Department advised vide their U.O. dated 01.09.2015 which is reproduced as under:-

1. University/College may take appropriate decision/action about teachers appointed under Self Finance Scheme (SFS) at its own level.
2. University/College should explore all possibilities to provide funds from its own resources for this purpose.

S.P.O.  
Academic Branch  
Khalila Vishwavidyalaya  
Kalan (Sonapat)

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3. The State Govt. is not in position to fund these appointments as these posts were against the norms and further there is no obligation on the part of State Govt. to pay their salary.

4. In case University/College proposes to bring these posts under grant-in-aid scheme then university may be submit fresh self contained proposal for sanction of these posts as per prescribed procedure for it to F.D. through its administrative Department giving full justifications/rationale for its.

The above observation / ~~conclusion~~ <sup>concurrency</sup> of the Finance Department has been conveyed to the University vide this office Memo No. 18/157-2013 UNP(1) dated 07.09.2015. If any proposal is received from the University, as per observation of the Finance Department, the same will be considered and submitted to the Finance Department for taking decision in the matter.

In view of the above the claim of the petitioner, who were appointed under Self Financing Scheme by the University, cannot be considered as the same his devoid of merit. Hence, the claim of the petitioners is hereby rejected.

In order accordingly.

For BTI Purpose Only

(VIKAS YADAV)

DIRECTOR HIGHER EDUCATION  
HARYANA, PANCHKULA.

REGISTERED

1. Sanyukta Girdhar D/o Sh. Madan Gopal Girdhar,  
Lecturer, B.P.S. Mahila Polytechnic,  
R/o E-2/3, Staff Residence, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur  
Kalan, Sonapat
2. Suman Verma D/o Sh. Khazana Verma, Lecturer,  
H. No. 58 Staff Residence, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur  
Kalan, Sonapat
3. Savita Sharma D/o Sh. Naresh Kumar, Lecturer,  
R/o 1<sup>st</sup> Floor, Syndicate Bank, Railway Road, Ganaur  
Distt. Sonipat (Haryana)

unpdgheury@gmail.com

S.P.O.  
Academic Branch  
B.P.S. Mahila Vishwavidyalaya  
Khanpur Kalan (Sonapat)

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From

23.05.18  
11/6/18

CFMS-6838  
22/5/18

Director General Higher Education,  
Haryana, Panchkula.

To

Registrar,  
Bhagat Phool Singh Mahila Viswavidyalaya,  
Khanpur Kalan (Sonapat)

MP/R/1179  
dt 11/6/18

Memo No: 18/202-2017 UNP (3)

Dated, the:- 09/05/2018

**Subject: - Creation of Posts for Teaching Faculty appointed by Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, Sonapat for B.P.S. Mahila Polytechnic.**

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Kindly refer to your office letter no. MP/Gen/Apptt/17/580 dated 03.07.2017 on the subject cited above.

I have been directed to inform that University is intends to regularize/rationalize the services of teachers appointed after inception of University under Self-Finance Scheme. The proposal of the university cannot be acceded to as the Govt./Deptt. has no concern with the employees appointed under Self Finance Scheme.

*Dattal*  
Superintendent UNP  
for Director General Higher Education,  
Haryana, Panchkula

*Print up with relevant file*

*22/5*  
*22/5*

*25/5/18*  
*akshay*

*18/6/18*

*ET-I*

A copy of the POC may be forwarded to the Principal, Polytechnic for compliance of the <sup>above</sup> orders of the Registrar

*Supdt (CT)*

*11/6/18*

*Manoj Rana*  
*11.06.18*  
*Asst. Secy*

*Principal (Polytechnic)*

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OFFICE OF DIRECTOR HIGHER EDUCATION, HARYANA, PANCHKULA

ORDER

No. 5/67-2019UNP(1),

Dated, Panchkula, the 27-11-2019

Whereas Savita Sharma, Sanyukta Girdhar, Pooja Sangwan, Suman Verma and Manoj Kumar have filed CWP No. 37737/2018 titled as Savita Sharma & Ors. vs. State of Haryana & Ors. and Smt. Geeta CWP No. 20595/2019 titled as Geeta Vs. State of Haryana and others praying therein directing the respondents to release the salary of the petitioners withheld without any justification whatsoever with effect from March, 2018 with all increments and other allowances alongwith Provident Fund contribution and payment of arrears of salary and all other allowances etc. and further for directing the respondents No. 1 to 3 to grant budgetary sanction to the three posts of Lecturers in the subject of Computer Engineering, one post of Lecturer in the subject of Medical Lab Technology and one post of Lecturer in Fashion Technology working in Bhagat Phool Singh Mahila Polytechnic, Khanpur Kalan, District Sonapat run by Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan w.e.f.09.07.2009 i.e. the date on which they were selected on regular basis by a duly constituted Committee of the respondent University and also for quashing the order dated 17.09.2015 passed by the respondent No.3.

That both the writ petitions were fixed for hearing on 25.11.2019 before Hon'ble Mr. Justice Sanjay Kumar and the Hon'ble Court was pleased to pass the following interim-orders.:

*"Mr. Hitesh Pandit, learned Addl. Advocate General, Haryana, appearing for respondent No.1 - State seeks time to ascertain as to whether the Government has taken any decision in the matter, inasmuch as, Mr. B.L. Gupta, learned counsel representing respondents No. 4 & 5 - University, informs this Court that clarifications have been furnished to the Government, as requested in the letter dated 22.08.2019.*

*Post on 02.12.2019.*

*The admitted salaries of the petitioners shall be cleared by the respondent-University before the next date of hearing.*

*A photocopy of this order be placed on the file of another connected case."*

In this behalf, it is submitted that a proposal for creation of posts of teaching faculty appointed by Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan for Bhagat Phool Singh Mahila Polytechnic was received in the office of the Directorate of Higher Education, Haryana from the Registrar of the University vide their letter No. BPS/MP/18-19/537, dated 13.09.2018 for sanction of the Government for regularization of six posts (relating to petitioners). The matter was examined and the Registrar of Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan has been requested by the office vide memo. No. 18-157-2013

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UNP(1) dated 22.08.2019, for sending the clear cut proposal with following detailed information:-

- (i) The proper procedure adopted in the appointment of these 06 members be conveyed;
- (ii) Whether any litigation is pending or decided in respect of these members;
- (iii) Whether these members were/are fulfilling the eligibility criteria of the post, be clarified;
- (iv) Complete details of the 'Selection Committee' be also supplied.
- (v) Detailed proposal with last 5 years' student strength of each courses being taught by these members, justification for regularization/ sanction of the post with provisions of law/statute, pay scale of the post and annual financial liability involved.

The detailed submissions have been made by the office in the reply already filed. However, it is mentioned that the petitioners were appointed on the posts under Self Finance Scheme by the University at their own level. The posts were not sanctioned by the Govt. and University/College may take appropriate decision/action about teachers appointed under self finance scheme at its own level and to provide funds from its own resources for this purpose. Further the Finance Department in its U.O. dated 01.09.2015 (Annexure R/2) stated that these posts were against the norms and if the University/Colleges proposes to bring these posts under grant-in-aid scheme, then the university may submit fresh self contained proposal for sanction of these posts.

In such matters, the concurrence/approval of Finance Department is necessary. The Registrar of Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan has not responded or supplied any information/proposal in response to Memo. dated 22.08.2019 issued by the office of Directorate of Higher Education, Haryana. In these circumstances, the office is unable to process the matter further and the posts cannot be got sanctioned for want of details. Thus the claim of the petitioners is hereby rejected.

I order accordingly.

~~(A. Sreedhara)~~  
Director, Higher Education, Haryana,  
Panchkula

To

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

OFFICE OF DIRECTOR HIGHER EDUCATION, HARYANA, PANCHKULA

ORDER

10157-2013UNP(1),

Dated, Panchkula, the 07-01-2020

Whereas Savita Sharma, Sanyukta Girdhar, Pooja Sangwan, Suman Verma and Kumar have filed CWP No. 37737/2018 titled as 'Savita Sharma & Ors. vs. State of Haryana & Ors.' and Smt. Geeta CWP No. 20595/2019 titled as 'Geeta Vs. State of Haryana & Ors.' praying for directing the respondents to release the salary of the petitioners withheld without any justification whatsoever with effect from March, 2018 with all increments and other advances alongwith Provident Fund contribution and payment of arrears of salary and all other advances etc. and further for directing the respondents No. 1 to 3 to grant budgetary sanction for three posts of Lecturers in the subject of Computer Engineering, one post of Lecturer in subject of Medical Lab Technology and one post of Lecturer in Fashion Technology working at Bhagat Phool Singh Mahila Polytechnic, Khanpur Kalan, District Sonapat run by Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan w.e.f. 09.07.2009 i.e. the date on which they were selected on regular basis by a duly constituted Committee of the respondent University also for quashing the order dated 17.09.2015 passed by the respondent No.3.

Start

That both the writ petitions were fixed for hearing on 02.12.2019 before Hon'ble Justice Sanjay Kumar and the Hon'ble Court was pleased to pass the following interim order:

*"Mr. Hitesh Pandit, learned Additional Advocate General, Haryana, placed before this Court a copy of the communication dated 28.11.2019 received from the Deputy Director, Cadet Corps, for the Director Higher Education, Haryana, Panchkula. Perusal thereof reflects that the said authority was of the opinion that Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat), did not submit a detailed proposal regarding creation of posts and therefore, the authorities concerned at the State level, were unable to process the matter further. However, perusal of the record reflects that Bhagat Phool Singh Mahila Vishwavidyalaya submitted detailed proposals dated 01.12.2016 (Annexure P-14), 03.07.2017 (Annexure P-17) and 13.09.2018 (Annexure P-20), giving full particulars of the appointments made and the proposals for regularization of those, so appointed.*

*In the light of these proposals which were addressed to the authorities at the State level, it is not open to them to baldly state that they are still awaiting a detailed proposal from the University or the college concerned. There shall accordingly be a direction to the first, second and third respondents to consider the aforesaid proposals and take a decision thereon with regard to*

creation/sanction of the posts. The same shall be placed on record by the next date of hearing.

Post on 17.01.2020.

In the meanwhile, the admitted salaries of the petitioners shall be continued to be paid to them by the respondent-University.

A photocopy of this order shall be placed on the file of other connected case."

In this behalf, it is submitted that a proposal for creation of posts of teaching appointed by Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan for Bhagat Singh Mahila Polytechnic was received in the office of the Directorate of Higher Education, Haryana from the Registrar of the University vide their letter No. BPS/MP/18/D/537, dated 13.09.2018 for obtaining sanction of the Government for regularization of six posts (six to petitioners). The matter was examined and the Registrar of Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan was intimated by this office vide Memo. No. 18/157-UNP(1) dated 22.08.2019, for submitting a clear cut proposal with following information:-

- (i) The proper procedure adopted in the appointment of these 06 members be conveyed;
- (ii) Whether any litigation is pending or decided in respect of these members;
- (iii) Whether these members were/are fulfilling the eligibility criteria of the post, be clarified;
- (iv) Complete details of the 'Selection Committee' be also supplied.
- (v) Detailed proposal with last 5 years' student strength of each courses being taught by these members, justification for regularization/ sanction of the post with provisions of law/statute, pay scale of the post and annual financial liability involved.

The detailed submissions have been made by this office in the reply already filed. However, it is mentioned that the petitioners were appointed on the posts under Self Finance scheme by the University at their own level. The posts were not sanctioned by the Govt. and University/College may take appropriate decision/action about teachers appointed under self finance scheme at its own level and to provide funds from its own resources for this purpose. Further the Finance Department in its U.O. dated 01.09.2015 (Annexure R/2) had stated that these posts were against the norms and if the University/Colleges proposes to bring these posts under grant-in-aid scheme, then the university may submit fresh self contained proposal for sanction of these posts.

Now the Registrar, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat) vide their letter No. BPS/MP/19/D/957, dated 29.11.2019 has furnished his proposal, the relevant portion thereof reads as under:-

"The Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan has appointed these teachers for the posts which were vacant since the inception of university in various department.

The requisitioned comments have been explained as per the under:-

1. As per law due procedure was followed for advertisement, scrutiny and selection. Documents related to selection committee and selection proceedings, attached at Flag "A". Selection of these members was duly approved in 17<sup>th</sup> meeting of Executive Council in the presence of nominee of Finance Department, copy thereof at Flag "B".
2. These teachers have already filed the writ petitions for pending salary and sanctioning of posts, in high court via CWP 37737 of 2018 and CWP 20595 of 2019. Seeking direction to the Govt. for the expeditious sanction of these posts. CWP No. 8172 of 2015, CWP No. 24888 of 2014, COCP No. 2040 of 2015, COCP No. 1028 of 2015 have already been decided in the Hon'ble High Court.
3. These members fulfilled the eligibility criteria (copy at Flag "C"). Further, it is asserted that appointees fulfilled all the minimum requirements sought by AICTE/DTE for appointments to their concerned posts. Hence, they were completely fulfilled for the positions they were appointed against in 2009.

The Educational qualification attained by the teachers at the time of appointment are given in table below:-

S. No.	Name of Faculty	Design.	DOB	Date of Joining	Qualification attained
1	Geeta	Sr. Lecturer	02.11.1977	15.07.2009	B.Tech - 1 <sup>st</sup> Div. with 6 years experience
2	Savita	Lecturer	28.11.1987	15.07.2009	B.Tech - 1 <sup>st</sup> Div.
3	Sanyukta Girdhar	Lecturer	24.10.1982	17.07.2009	MCA - 1 <sup>st</sup> Div.
4	Pooja Sangwan	Lecturer	29.06.1985	15.07.2009	MCA - 1 <sup>st</sup> Div.
5	Simran Verma	Lecturer	28.11.1983	16.07.2009	B.Tech - 1 <sup>st</sup> Div.
6	Manoj Kumar	Lecturer		27.07.2009	B.Tech - 1 <sup>st</sup> Div. & M.Tech. 1 <sup>st</sup> Div.

4. Interviews for the selection of these members were conducted by duly constituted Committee of experts in June 2009, at Haryana Bhawan, Chanakya Park, New Delhi under the Chairmanship of the then Vice Chancellor. Complete details of selection committee are enclosed at Flag "C".

5. (i) Student Strength of last five years for the courses (Computer Engg., Fashion Technology, DMLT) being taught by these members is as under:-

Year	Admitted/Approved Intake (Computer)	Admitted/Approved Intake Computer	Admitted/Approved Intake Fashion	Admitted/Approved Intake

	Engg., Fashion Technology, DMLT)	Engg.	Technology	DMLT
15	60/110	11/40	19/40	30/30
16	68/110	24/40	15/40	29/30
17	88/110	33/40	28/40	27/30
17-18	75/110	16/40	29/40	30/30
18-19	80/110	19/40	31/40	30/30

It has also been mentioned that the Teachers of Computer Engg. Department along with their parent department are also taking classes of almost every semester of the departments namely DMCA, FT, ARCH, ECE, LIS, DMLT which means a total strength of institute excluding pharmacy (intake of 40).

(ii) Pay scale of the posts along with category:-

Sr. No.	Name of Posts	Category	Pay scale
1.	Sr. Lecturer	A	15600-39100 + 6000
2.	Lecturer	B	9300-34800 + 5400

The total Annual Financial liability for current financial year of these members has been assessed at Rs. 64.00 Lacs appropriately.

Further, the Executive Council in its meeting held on 03.09.2016 vide resolution No. 16, approved that the matter relating to creation of the posts be taken up separately with the Govt. Also the control and Grant-in-Aid of BPS Mahila Polytechnic has been shifted from DTE to DHE w.e.f. 21.11.2016.

It has also been mentioned that the request for creation of posts is within the mandatory requirement of staff for running the courses as per AICTE/DTE norms; also it is necessary to mention here that BPS Mahila Polytechnic is already deficit in terms of regular faculty as per AICTE.

It has further been stated that the University was established in rural area with a vision of "Empowering women with Education". This, however, brings rural girls to the University. These members are working in the institute for more than 10 years for the better future of girls' candidate in the nearby areas.

Keeping in view the continuous service of more than 10 years by these teaching faculty members, request has been made for conveying the sanction of Govt. for creation of the above six posts."

I have gone through the entire available record. In this behalf, it is mentioned that the Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, District Sonapat was established vide Haryana Act No. 31 of 2006. The University is an autonomous institution and as per provisions contained in Section 11(5) of the Act, the Vice Chancellor is the principle



an academic officer of the University and is exercising general supervision and  
 over the affairs of the University and giving effect to the decisions of all the authorities  
 University.

The University was established in the year 2006 and as is evident from Annexure  
 the appointments of the petitioners was made under Self Finance Scheme in the year 2009  
 University at their own level, while as per the provisions contained in Section 14 of the  
 2006, in the matter of creation of any teaching and non-teaching posts or revise the pay  
 of the teaching and non-teaching employees the prior approval of the Government was  
 required. The Section 14 of the Act, 2006 is reproduced below:-

*"14. Notwithstanding anything contained in this Act, the University shall not  
 create any teaching and non-teaching post or revise the pay scale of the  
 teaching and non-teaching employees without obtaining the prior approval of  
 the Government."*

Further the appointment of the teachers was made in the year 2009 by the  
 University without obtaining prior approval of the Government under the Self Finance Scheme  
 on what grounds necessity arised to bring these posts under grant-in-aid scheme in the year  
 2006 after a lapse of 7 years. As per the proposal/report of the University, these appointments  
 were made on the basis of the work-load or intake in the concerned departments then it is not  
 appropriate to bring these posts under the grant-in-aid scheme. The petitioners were appointed on  
 these posts under Self Finance Scheme by the University at their own level and it is for the  
 University to take appropriate decision/action about teachers appointed under Self Finance  
 Scheme (SFS) at its own level. The University/College should explore all possibilities to  
 provide funds from its own resources for this purpose. The State Govt. is not in position to fund  
 these appointments as these posts were against the norms and further there is no obligation on t  
 he part of State Govt. to pay their salary.

In this regard, it is also relevant to mention here that these appointments were  
 made without prior approval of the Government and in the eventuality these posts are created at  
 this stage under grant-in-aid scheme, it will open a Pandora box for future to all the university.  
 So, I am of the considered view that it is not appropriate to create these posts in the present  
 circumstances and liable to be rejected. Thus the claim of the petitioners is hereby rejected.

I order accordingly.

(A. Steeniyas)  
 Director, Higher Education, Haryana,  
 Panchkula

To  
 The Registrar,  
 Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan,  
 District Sonapat.

E-mail:- unpdghehry@gmail.com

From

Director General Higher Education,  
Haryana, Panchkula.

To

The Vice Chancellor,  
Bhagat Phool Singh Mahila Vishwavidyalaya,  
Khanpur Kalan (Sonepat)

Memo No. 388133: DHE-190002/22/2021- UNP (4)


Dated, Panchkula, the 01-12-2021

**Subject: Compliance of Hon'ble High Court order in CWP-11579 of 2020 titled as Savita Sharma & others and Release of fund thereof.**

\*\*\*\*

Kindly refer to your letter no. BPSMV/MP/21/1697 dated 02.08.2021 on the subject cited above.

It is intimated that the State Government does not release Grant-in-aid for a particular work/activity. It is a Lump-sum Grant-in-Aid released by the State Government to the State Universities to meet out their General and Capital Expenditures. It is therefore you are requested to meet out this Expenditure from Grant-in-Aid released by the State Government and own resources. There no special grant for this purpose.

  
Superintendent UNP  
for Director Higher Education,  
Haryana, Panchkula

From

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

To

The Vice Chancellor,  
Bhagat Phool Singh Mahila Vishwavidyalaya,  
Khanpur Kalan, Sonipat.

Memo No. 5/42-2020 UNP(I)  
Dated Panchkula, the 25/1/2023

**Subject: CWP No. 11579 of 2020 (O&M), CWP No. 37737 of 2018, CWP No.20595 of 2019 and CWP No. 18850 of 2020 titled as Savita Sharma and Others Vs State of Haryana & Others..**

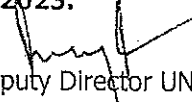
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Kindly refer to your memo No. BPSMV/ET/22/5095 dated 24.09.2022 and Memo No. BPSMV/ET/22/4753 dated 18.11.2022 on the subject cited above.

I have been directed to convey you to pay the arrears and salaries of petitioners/staff appointed under Self Finance Scheme at their own level out of the available funds and strict disciplinary action be initiated against the erring officers/officials of the University. So, that the directions/orders of Hon'ble High Court vide interim orders dated 21.11.2022, 06.12.2022 and 12.01.2023 regarding payment of the salaries/ arrears of the petitioners be complied with under intimation to this office within two days positively.

This issue with the concurrence of the Finance Department conveyed vide U.O.No.60/44/2022-3FD-II/28713, dated 09.01.2023.

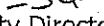
**The matter is fixed for hearing on 15.02.2023.**

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

Endst. No. 5/42-2020 UNP (I),

dated, Panchkula, the 25/1/2023

A copy is forwarded to the Registrar, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, Sonipat to look into the matter personally so, that directions/orders of Hon'ble High Court be complied with.

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

BPS Mahila Polytechnic Khanpur Kalan (SNP)					
Salary Pending of SFS Staff (January 2023 to October 2023)					
Sr. No.	Name of Employee	Designation	Salary	Total Month Pending (Jan.23 to Oct.23)	Total
1	Ms. Geeta	Sr. Lecturer	85846	10	858460
2	Ms. Pooja Sangwan	Lecturer	70908	10	709080
3	Ms. Savita Sharma	Lecturer	68179	10	681790
4	Ms. Sanyukta	Lecturer	68179	10	681790
5	Ms. Suman	Lecturer	68179	10	681790
6	Mr. Manoj Kumar	Lecturer	68179	10	681790
					4294700

In words : Forty two lacs ninty four thousand and seven hundred only

13.11.23  
Principal  
B.P.S. Mahila Polytechnic  
Khanpur Kalan (Sonapat)

22/11/2023

DSE

## BPS Mahila Polytechnic Khanpur Kalan (Sonapat)

## Income and Expenditure (SFS Courses) from July 2009 to October 2023

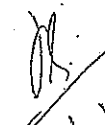
Sr. No.	Name of Course under SFS	No. of employees	Total Income (fee and funds) from July 2009 to October 2023	Total Salary payable from July 2009 to October 2023	Salary paid from July 2009 up to December 2022	Salary Due from January 2023 to October 2023 including arrear	Deficit / Surplus
1	Diploma in CSE	4	20191390	38590284	35659164	2931120	-18398894
2	Diploma in Fash: Tech.	1+ (3 Guest)	13810480	10529220	9847430	681790 (Guest- Jul.23 to Oct.23)- 250000 = 931790	3281260
3	Diploma in MLT	1	25635105	8917912	8236122	681790	16717193

Principal  
BPS Mahila Polytechnic  
Khanpur Kalan (Sonapat)

## BPS Mahila Polytechnic Khanpur Kalan (SNP)

SFS Students appeared in Exam w.e.f.2009 to 2022

In Year	Arch. Asstt.	CSE	Inf. Tech.	MLT	Fash. Tech.	Total (Sem. wise)
2009	77	134	121	93	84	509
2010	58	124	83	70	56	391
2011	27	95	34	71	36	263
2012	20	81	6	65	29	201
2013	28	60	2	80	24	194
2014	25	38	0	88	30	181
2015	17	49	0	95	39	200
2016	17	55	0	93	54	219
2017	13	46	0	97	59	215
2018	11	49	0	97	71	228
2019	2	41	0	93	58	194
2020	0	32	0	70	43	145
2021	0	31	0	93	38	162
2022	0	35	0	90	27	152
2023	0	56	29	82	56	223

  
 21/11/2023