



PONDICHERRY UNIVERSITY PUDUCHERRY – 605 014



140th MEETING OF THE EXECUTIVE COUNCIL

Date: 30.07.2021

AGENDA & NOTES

CONFIDENTIAL

**PONDICHERY UNIVERSITY
PUDUCHERRY**

**ONE HUNDRED AND FORTIETH MEETING OF THE
EXECUTIVE COUNCIL**

DATE: 30.07.2021

**VENUE: Council Hall
R. Venkataraman Nagar
Puducherry**

TIME: 11:30 A.M.

Sl. No.	Resolution No.	Agenda	Pg. No
For Consideration/ Approval			
1.	2021.140.01	To confirm the Minutes of the 139 th Meeting of the Executive Council held on 04.06.2021. Annexure-I	1
2.	2021.140.02	To record the Action Taken Report of the 139 th Meeting of the Executive Council held on 04.06.2021. Annexure-II	1
3.	2021.140.03	To consider and approve the Minutes of the Selection Committee Meeting for award of CAS promotion from Assistant Professor Stage I to II (AGP RS.6000 to RS.7000), Stage II to III (Rs.7000 to Rs.8000) and Assistant Professor Stage III to Associate Professor Stage IV (Rs.8000 to Rs.9000) under UGC Career Advancement Scheme.	2
4.	2021.140.04	To consider and approve the Minutes of the Selection Committee Meeting for award of CAS promotion from Assistant Professor Stage II to III (AGP Rs.7000 to Rs.8000) under UGC Regulations.	5
5.	2021.140.05	To consider and approve the recommendations of the Screening cum Evaluation Committee Meeting held on June & July 2021 for award of CAS promotions from Assistant Professor Stage III to Associate Professor Stage IV, Assistant Professor Stage II to III & Stage I to II under UGC Career Advancement Scheme.	6
6.	2021.140.06	To consider and approve the Minutes of the Selection Committee Meeting for award of CAS promotion from Assistant Professor Stage III to IV (AGP Rs.8000 to Rs.9000), Stage II to III (AGP Rs.7000 to Rs.8000) and Stage – I to II (AGP Rs.6000 to Rs.7000).	9
7.	2021.140.07	To consider and approve the transferring of fund of Rs.17.32 crores to the special fund account namely 'International Convention Complex Fund' from the University's Internal Resources.	11

8.	2021.140.08	To amend Administrative Ordinance Governing the control and appeal Clause 6 under part–III-penalties and disciplinary authorities in terms of instructions issued by the Government of India.	12
For Ratification			
9.	2021.140.09	To ratify the issue of orders based on the Minutes of the Meeting of the Committee to look into the re-fixation of the date of eligibility of CAS promotion of Faculty Members in view of the recent UGC Notification No.F.No.2-16/2002(PS)PT. FI.II, dated 16.10.2018 held on 17.09.2020 at 12.00 p.m. in the chamber of the Assistant Registrar Establishment (Teaching) Section.	25
10.	2021.140.10	To ratify the acceptance of resignation tendered by Dr. P. Dhavachelvan, Professor, Department of Computer Science and relieving him with effect from 05.07.2019 from the service of this University.	31
11.	2021.140.11	To ratify the action taken on the proposed Tri-Partite MOU between Pondicherry University, Puducherry / Ministry of Education, Govt. of India, New Delhi and University Grants Commission, New Delhi, for the year 2021-2022.	36
12.	2021.140.12	To ratify the award of MACP to Officers/Employees in the cadres of Group “A” and “B&C” posts.	62
13.	2021.140.13	To ratify the final seniority list of Group ‘B’ employees in the cadre of Section Officer.	92
14.	2021.140.14	To ratify the final seniority list issued for Group “C” employees in the post of Assistant.	98
15.	2021.140.15	To ratify the implementation of the core pay scale of Library Assistant from Grade Pay Rs. 2000/- to Rs.2400/- as per UGC orders.	101

2021.140.01 To confirm the Minutes of the 139th Meeting of the Executive Council held on 04.06.2021.

ANNEXURE-I

2021.140.02 To record the Action Taken Report of the 139th Meeting of the Executive Council held on 04.06.2021.

ANNEXURE-II

2021.140.03

TO CONSIDER AND APPROVE THE MINUTES OF THE SELECTION COMMITTEE MEETING FOR AWARD OF CAS PROMOTION FROM ASSISTANT PROFESSOR STAGE I TO II (AGP Rs.6000 to Rs.7000), STAGE II TO III (Rs.7000 to Rs.8000) AND ASSISTANT PROFESSOR STAGE III TO ASSOCIATE PROFESSOR STAGE IV (Rs.8000 to Rs.9000) UNDER UGC CAREER ADVANCEMENT SCHEME

The duly constituted Selection Committee Meeting was conducted for CAS Promotion of Faculty Members as per the details given below:

SCHOOL OF LIFE SCIENCES

Sl.No.	Name & Designation	Stage	Date of Interview
<u>DEPARTMENT OF BIOCHEMISTRY & MOLECULAR BIOLOGY</u>			
1.	Dr.R. Rukkumani Assistant Professor	III to IV	12.07.2021
2.	Dr.C. Thirunavukkarasu Assistant Professor	III to IV	
3	Dr.S. Sudha Rani Assistant Professor	III to IV	
4.	Dr.P. Latha Assistant Professor	III to IV	
5.	Dr. Madhu Dyavaiah Assistant Professor	III to IV	
6.	Dr. Kitlangki Suchiang Assistant Professor	II to III	25.06.2021
<u>DEPARTMENT OF MICROBIOLOGY .</u>			
7.	Dr. Maheswaran Mani Assistant Professor	III to IV	12.07.2021
<u>DEPARTMENT OF FOOD SCIENCE & TECHNOLOGY</u>			
8.	Dr. Narayanasamy Sangeetha Assistant Professor	III to IV	12.07.2021
<u>OCEAN STUDIES AND MARINE BIOLOGY</u>			
9.	Dr. G. Padmavati Assistant Professor	III to IV	15.07.2021
10.	Dr.S. Venu Assistant Professor	III to IV	
11.	Dr.T. Ganesh Assistant Professor	II to III	

<u>CENTRE FOR BIOINFORMATICS</u>			
12.	Dr. Archana Pan Assistant Professor	III to IV	07.07.2021
13.	Dr.M. Suresh Kumar Assistant Professor	III to IV	
14.	Dr.B. Syed Ibrahim Assistant Professor	III to IV	
15.	Dr.R. Amutha Assistant Professor	III to IV	
<u>DEPARTMENT OF BIOTECHNOLOGY</u>			
16.	Dr. Lata Shukla Assistant Professor	III to IV	07.07.2021
17.	Dr.V.Venkateswara Sarma Assistant Professor	III to IV	
18.	Dr. Arunkumar Dhayalan Assistant Professor	III to IV	
19.	Dr.K. Prashanth Assistant Professor	III to IV	
<u>SCHOOL OF PHYSICAL CHEMICAL AND APPLIED SCIENCES</u>			
Sl.No.	Name & Designation	Stage	Date of Interview
<u>DEPARTMENT OF PHYSICS</u>			
20.	Dr.K. Venkata Phani Lata Assistant Professor	III to IV	14.07.2021
21.	Dr. Gangineni Ramesh Babu Assistant Professor	III to IV	
22.	Dr.D. Bharathi Mohan Assistant Professor	III to IV	
<u>DEPARTMENT OF CHEMISTRY</u>			
23.	Dr.R. Padmanabhan Assistant Professor	III to IV	14.07.2021
24.	Dr.S. Sabiah Assistant Professor	III to IV	
<u>DEPARTMENT OF COASTAL DISASTER MANAGEMENT</u>			
25.	Dr.S. Balaji Assistant Professor	III to IV	15.07.2021

SCHOOL OF ENGINEERING & TECHNOLOGY

Sl.No.	Name & Designation	Stage	Date of Interview
<u>DEPARTMENT OF ELECTRONICS ENGINEERING</u>			
26.	Dr.T. Shanmuganathan Assistant Professor	III to IV	13.07.2021
27.	Dr.P. Samundiswary Assistant Professor	III to IV	
28.	Dr.K. Anusudha Assistant Professor	III to IV	
<u>DEPARTMENT OF COMPUTER SCIENCE (KARAIKAL CAMPUS)</u>			
29.	_____		
30.	Smt. K. Vaitheki Assistant Professor	I to II	25.06.2021
<u>CENTRE FOR POLLUTION CONTROL AND ENVIRONMENTAL ENGINEERING</u>			
31.	Dr.S.Gajalakshmi @ Suja Assistant Professor	III to IV	08.07.2021
32.	_____		

MADANJEET SCHOOL OF GREEN ENERGY TECHNOLOGIES

Sl.No.	Name & Designation	Stage	Date of Interview
<u>CENTRE FOR NANO SCIENCE & TECHNOLOGY</u>			
33.	Dr.S. Kannan Assistant Professor	III to IV	06.07.2021
34.	Dr.P.Thangadurai Assistant Professor	III to IV	
35.	Dr. K. Suresh Babu Assistant Professor	III to IV	
<u>CENTRE FOR GREEN ENERGY TECHNOLOGY</u>			
36.	Dr. R. Prasanth Assistant Professor	III to IV	14.07.2021
37.	Dr.R. Arun Prasath Assistant Professor	III to IV	

The Minutes of the above Meetings are placed on the table.

For approval of the Council.

2021.140.04

TO CONSIDER AND APPROVE THE MINUTES OF THE SELECTION COMMITTEE MEETING FOR AWARD OF CAS PROMOTION FROM ASSISTANT PROFESSOR STAGE II TO III (AGP Rs.7000 to Rs.8000) UNDER UGC REGULATIONS

The duly constituted Selection Committee Meeting was conducted for CAS Promotion of Faculty Members as per the details given below:

SCHOOL OF LIFE SCIENCES

STAGE II TO III AGP Rs.7000 to Rs.8000

Sl.No.	Name & Designation	Department	Date of Interview
1	Dr. Busi Siddhardha Assistant Professor	Microbiology	29.09.2020
2.	Dr. Regina Sharmila Das Assistant Professor	Microbiology	29.09.2020

MADANJEET SCHOOL OF GREEN ENERGY TECHNOLOGY

STAGE II TO III AGP Rs.7000 to Rs.8000

Sl.No.	Name & Designation	Department	Date of Interview
1.	Dr. A. Sreekumar Assistant Professor	Centre for Green Energy Technology	25.09.2020

SCHOOL OF MEDIA AND COMMUNICATION

STAGE II TO III AGP Rs.7000 to Rs.8000

Sl.No.	Name & Designation	Department	Date of Interview
1.	Dr.K.S. Kiruthika Assistant Professor	Visual Communication	12.10.2020

The Minutes of the above Meetings are placed on the table.

For approval of the Council.

2021.140.05

TO CONSIDER AND APPROVE THE RECOMMENDATIONS OF THE SCREENING CUM EVALUATION COMMITTEE MEETING HELD ON JUNE & JULY 2021 FOR AWARD OF CAS PROMOTIONS FROM ASSISTANT PROFESSOR STAGE III TO ASSOCIATE PROFESSOR STAGE IV, ASSISTANT PROFESSOR STAGE II TO III & STAGE I TO II UNDER UGC CAREER ADVANCEMENT SCHEME

The duly constituted Screening cum Evaluation Committee Meeting were conducted as detailed below for award of CAS promotions for the following faculty members from Assistant Professor stage III to Associate Professor stage IV, Assistant Professor stage II to III & stage I to II (AGP- Rs. 6000 - Rs. 7000/-) under UGC Career Advancement Scheme

<i>SCHOOL OF MANAGEMENT</i> <u>DEPARTMENT OF MANAGEMENT STUDIES</u>			
Sl. No.	Name of the faculty	Stage	Date of Interview
1	Dr. L. Mothilal Assistant Professor	III to IV	05.07.2021
2	Dr. B. Rajeswari Assistant Professor		
3	Dr. K. Lavanya lata Assistant Professor		
4	Dr. G. Madan mohan Assistant Professor		
<i>DEPARTMENT OF MANAGEMENT (Karaikal Campus)</i>			
5	Dr. D.H. Malini Assistant Professor	III to IV	05.07.2021
6	Dr. C. Madhavaiah Assistant Professor		
7	Dr. Byram anand Assistant Professor		
<u>DEPARTMENT OF INTERNATIONAL BUSINESS</u>			
8	Dr. Rajeesh Viswanathan Assistant Professor	III to IV	02.07.2021
<u>DEPARTMENT OF TOURISM</u>			
9	Dr. R.C. Anu Chandran Assistant Professor	III to IV	02.07.2021
10	Dr. Sibi P.S. Assistant Professor	III to IV	

<u>DEPARTMENT OF BANKING TECHNOLOGY</u>			
11	Dr. S. Janakiraman Assistant Professor	III to IV	02.07.2021
12	Dr. A. Suganthy Assistant Professor	II-III	18.06.2021
<u>SCHOOL OF HUMANITIES</u> <u>DEPARTMENT OF ENGLISH</u>			
13	Dr. Lakhimai Mili Assistant Professor	III to IV	13.07.2021
14	Dr. S. Visaka Devi Assistant Professor	II-III	25.06.2021
<u>DEPARTMENT OF FRENCH</u>			
15	Dr. Sarmila Acharif Assistant Professor	II-III	18.06.2021
16	Dr. Ritu Tyagi Assistant Professor	II-III	
<u>RAMANUJAN SCHOOL OF MATHEMATICAL SCIENCES</u> <u>DEPARTMENT OF STATISTICS</u>			
17	Dr. Navin Chandra Assistant Professor	III to IV	13.07.2021
18	Dr. R. Vishnu Vardhan Assistant Professor	III to IV	
19	Dr. V.S. Vaidyanathan Assistant Professor	III to IV	
<u>DEPARTMENT OF MATHEMATICS</u>			
20	Dr. I. Subramania Pillai Assistant Professor	I-II	18.06.2021
<u>SUBRAMANIA BHARATHI SCHOOL OF TAMIL LANGUAGE & LITERATURE</u>			
21	Dr. B. Ravikumar Assistant Professor	II-III	12.06.2021
22	Dr. R. Srividhya Assistant Professor	II-III	18.06.2021

SCHOOL OF PERFORMING ARTS			
23	Dr. M. Subbiah Assistant Professor, Community College	II-III	25.06.2021
24	Dr. Saravanan Velu Assistant Professor	I-II	25.06.2021
DIRECTORATE OF PHYSICAL EDUCATION AND SPORTS			
25	Dr. G. Sivaraman Assistant Director of Physical Education & Sports	I-II	25.06.2021

The Minutes of the Meeting are placed on the table.

For approval of the Council.

2021.140.06

TO CONSIDER AND APPROVE THE MINUTES OF THE SELECTION COMMITTEE MEETING FOR AWARD OF CAS PROMOTION FROM ASSISTANT PROFESSOR STAGE III TO IV (AGP Rs.8000 to Rs.9000), STAGE II TO III (AGP Rs.7000 to Rs.8000) AND STAGE – I TO II (AGP Rs.6000 to Rs.7000)

The duly constituted Selection Committee Meeting was conducted for CAS Promotion of Faculty Members [10 Nos.] as per the details given below:

1. SCHOOL OF SOCIAL SCIENCES & INTERNATIONAL STUDIES

DEPARTMENT OF ANTHROPOLOGY

Sl. No.	Name & Designation	Stage	Date of Interview
1.	Dr. Valeri Dkhar Assistant Professor	III to IV	08.07.2021

DEPARTMENT OF SOCIAL WORK

Sl. No.	Name & Designation	Stage	Date of Interview
2.	Dr. Iftekhhar Alam Assistant Professor	II to III	12.06.2021

CENTRE FOR WOMEN'S STUDIES

3.	Dr. Aashita Assistant Professor	II to III	18.06.2021
----	---	------------------	-------------------

DEPARTMENT OF SOCIOLOGY

4.	Dr. Imtirenla Longkumer Assistant Professor	II to III	18.06.2021
5.	Dr. M. Mansy Assistant Professor	II to III	18.06.2021

CENTRE FOR STUDY OF SOCIAL EXCLUSION & INCLUSIVE POLICY

6.	Dr. Chidambaram Assistant Professor	II to III	25.06.2021
----	---	------------------	-------------------

DEPARTMENT OF POLITICS & INTERNATIONAL STUDIES

7.	Dr. Pramod Kumar Assistant Professor	II to III	25.06.2021
----	--	------------------	-------------------

2. SCHOOL OF LIFE SCIENCES
CENTRE FOR BIOINFORMATICS

Sl. No.	Name & Designation	Stage	Date of Interview
8.	Dr. Ayaluru Murali Assistant Professor	I to II	02.07.2021
9.	Dr. Selvaraj Mohane Coumar Assistant Professor	I to II	02.07.2021
10.	Dr. V. Amouda Assistant Professor	I to II	02.07.2021

The Minutes of the above Meeting is placed on the table.

For approval of the Council.

2021.140.07

TO CONSIDER AND APPROVE THE TRANSFERRING OF FUND OF RS.17.32 CRORES TO THE SPECIAL FUND ACCOUNT NAMEDLY 'INTERNATIONAL CONVENTION COMPLEX FUND' FROM THE UNIVERSITY'S INTERNAL RESOURCES

The proposal for transferring of fund of **Rs.17.32 Crore** to the special fund account naming 'International Convention Complex Fund' from the University internal resources, is to complete the balance packages pertaining to the building for International Convention Centre with Auditorium Complex (2500 seating capacity) in the University campus.

From the University's Internal Resources, **Rs.30 Crore** was transferred and created as special fund namedly '**International Convention Complex Fund**' with approval of the EC Res. No.2012.114.174, in its 114th meeting held on 25/08/2012 for construction of building for International Convention Centre having Auditorium Complex (2500 seating capacity) to commemorate the completion of the Silver Jubilee year of the University.

From the created fund, the Civil (including Electrical) and HVAC packages (building structure alone) were completed during 2019 itself (PMC - M/s. RITES Ltd and the Contractors – (1) M/s. B. E. Billimoria & Company Ltd, Mumbai and (2) M/s. Asian Construction Company, Ajmeer).

For the remaining packages pertaining to the International Convention Centre having Auditorium Complex, an A/A & E/S was accorded to the PMC-M/s. C&DS-Unit-01, UP Jal Nigam Ltd Bengaluru, for the revised estimate of **Rs.1749.26 Lakhs** vide this office letter dated 01/12/2020.

In order to utilize the above International Convention Complex in all respects, the Authorities of the University decided to transfer Rs.17.32 Crores from the University's Internal Resources (as mentioned below) to 'International Convention Complex Fund' so as to enable to complete the balance packages (like interior design, false ceiling, acoustics, audio & video system, auditorium chairs, stage crafts, landscaping, street lighting, approach road, etc.) pertaining to the Complex.

Sl. No.	Heads of Account	Amount (In Crore)
1	International Convention Complex Fund (unspent balance from Rs.30 Crore already created)	0.18
2	Debt & Deposit interest amount	6.50
3	Infrastructure Development fund	1.40
4	Placement Activity Fund	1.00
5	Hostel Mess Subsidy Fund	8.42
Total		17.50

Submitted to the Council for approval.

2021.140.08

TO AMEND ADMINISTRATIVE ORDINANCE GOVERNING THE CONTROL AND APPEAL CLAUSE 6 UNDER PART –III-PENALTIES AND DISCIPLINARY AUTHORITIES IN TERMS OF INSTRUCTIONS ISSUED BY THE GOVERNMENT OF INDIA

The GOI vide OM. No. 11012/4/86-Estt (A) dated 13.07.1990 and 28.05.1992, has amended the penalty of reduction to the lower stage in the time scale of pay for a period not exceeding three years without cumulative effect and not adversely affecting his pension as a minor penalty.

As per the CCS (CCA) Rule 11 the following are the penalties: **(ENCLOSURE - I)**

Minor Penalties:-

- (i) Censure;
- (ii) Withholding of promotions;
- (iii) Recovery from pay of the whole or part of any pecuniary loss to Government caused by the official's negligence or breach of orders;
- (iii-a) Reduction to a lower stage in the time-scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension;
- (iv) Withholding of future increments of pay

Major Penalties:-

- (v) Reduction to a lower stage in the time-scale of pay other than (iii-a)
- (vi) Reduction to a lower time-scale of pay, grade, post or service for a period to be specified in the order of penalty;
- (vi-a) Order should also specify as to whether the period of reduction will have the effect of postponing future increments and if so to what extent.
- (vi-b) Whether the Government servant will regain his original seniority in the higher grade/post.
- (vii) Compulsory retirement;
- (viii) Removal from service
- (ix) Dismissal from service

As per the Administrative Ordinance governing the control and appeal part – III, 6 Following are the penalties: **(ENCLOSURE - II)**

Minor penalties:

- (i) Censure
- (ii) Withholding of promotion
- (iii) Recovery from the pay of the whole or part of any pecuniary loss caused by him to the University by negligence or breach of rules of the University or directions of superior authorities.
- (iv) Withholding of increments of pay

Major penalties:

- (v) Reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period the reduction will or will not have the effect of postponing the further increments of his pay.
- (vi) Reduction to a lower time-scale of pay, grade or post or service shall ordinarily be a bar to the promotion of the employee to the time-scale of pay grade, post or service from which he was reduced with or without further directions regarding conditions of restoration to the grade or post or service from which such reduction has been made.
- (vii) Compulsory retirement
- (viii) Removal from service
- (ix) Dismissal from service

Whereas as per the Administrative Ordinance governing the control and appeal part – III, 6 (v) reduction of pay to a lower stage for a specified period is a major penalty.

Existing penalty Rule in our Administrative Ordinance	Proposed penalty Rule in our administrative Ordinance	Justification
<p>The Administrative Ordinance governing the control and appeal</p> <p style="text-align: center;">Part III Penalties and Disciplinary Authorities</p> <p>Major Penalties: 6(v) Reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period the reduction will or will not have the effect of postponing the further increment of his pay.</p> <p>(Enclosure – II)</p>	<p>The Administrative Ordinance governing the control and appeal</p> <p style="text-align: center;">Part III Penalties and Disciplinary Authorities</p> <p>Minor Penalties: 6(v) Reduction to a lower stage in the time-scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension.</p> <p>Major Penalties: 6(v - a) Reduction to a lower stage in the time-scale of pay by one stage other than 6 (V)</p>	<p>GOI/DOPT OM. No.11012/4/86-Estt (A) dated 13.07.1990 and 28.05.1992, reduction to the lower stage in the time scale of pay for a period not exceeding three years without cumulative effect and not adversely affecting his pension is only a minor penalty.</p> <p>As per the CCS (CCA) Penalty Rule 11 Reduction to a lower stage in the time-scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension is a Minor Penalty.</p> <p>However, Reduction to a lower stage, in the time scale of pay other than the issue minor penalty would be a major penalty.</p>

In the light of the GOI instructions, the proposal to amend the penalties under the University Administrative Ordinances in line with the Government of India Decisions was submitted to the Executive Council in its meeting held on 20.05.2019 and Executive Council vide its Resolution No. 2019.135.13 resolved to refer to Academic Council(**ENCLOSURE - III**).

Accordingly, the matter was submitted to the Academic Council meeting held on 24.02.2020. The Academic Council vide its Resolution No. 2020.83.06, dt. 24.02.2020, approved with prospective effect (**ENCLOSURE - IV**).

As per the statutes 41, the approval of Academic Council is submitted to the Executive Council for its approval.

For approval of the Council.

Enclosure - I

124

SWAMY'S HANDBOOK — 2020

1. Penalties.— The following are the penalties that may be imposed on a Government servant:—

Minor Penalties.—

- (i) Censure;
- (ii) Withholding of promotions;
- (iii) Recovery from pay of the whole or part of any pecuniary loss to Government caused by the official's negligence or breach of orders;
- (iii-a) Reduction to a lower stage in the time-scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension;
- (iv) Withholding of future increments of pay.

Major Penalties.—

- (v) Reduction to a lower stage in the time-scale of pay other than (iii-a);
- (vi) Reduction to a lower time-scale of pay, grade, post or service for a period to be specified in the order of penalty;
- (vi-a) Order should also specify as to whether the period of reduction will have the effect of postponing future increments and if so to what extent.
- (vi-b) Whether the Government servant will regain his original seniority in the higher grade/post.
- (vii) Compulsory retirement;
- (viii) Removal from service;
- (ix) Dismissal from service.

— Rule 11.

2. Inquiry Mandatory.— Inquiry as laid down in the CCS (CCA) Rules should be held in the following cases:—

1. To impose any of the major penalties (in respect of those charges which are not accepted); or
2. In minor penalty proceedings, after representation, if it is proposed—
 - (a) to withhold increment for a period exceeding three years; or
 - (b) to withhold increment with cumulative effect for any period; or
 - (c) to withhold increment which is likely to affect adversely the pension admissible to the official; or
3. When the Disciplinary Authority decides that an inquiry should be held, even though proceedings have been initiated for imposition of minor penalties only.

— Rules 14 (2) and 16 (1-A).

3. Initiation of Departmental Proceedings.— Whenever a disciplinary case file is submitted to the Disciplinary Authority, seeking the approval of the Disciplinary Authority for initiation of departmental proceedings against

Enclosure II

- (c) An order of suspension made or deemed to have been made under this rule may at any time be modified or revoked by the authority which made or is deemed to have made the order or by any authority to which that authority is subordinate.

PART—III

PENALTIES AND DISCIPLINARY AUTHORITIES

6. The following penalties may for good and sufficient reasons and as hereinafter provided, be imposed on an employee namely:—

Penalties

Minor Penalties

- (i) Censure
- (ii) Withholding of promotion
- (iii) Recovery from the pay of the whole or part of any pecuniary loss caused by him to the University by negligence or breach of rules of the University or directions of superior authorities.
- (iv) Withholding of increments of pay

Major penalties

- (v) Reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period the reduction will or will not have the effect of postponing the further increments of his pay.
- (vi) Reduction to a lower time-scale of pay, grade or post or service shall ordinarily be a bar to the promotion of the employee to the time-scale of pay grade, post or service from which he was reduced with or without further directions regarding conditions of restoration to the grade or post or service from which such reduction has been made.
- (vii) Compulsory retirement
- (viii) Removal from service
- (ix) Dismissal from service

Explanation: The following shall not amount to a penalty within the meaning of this rule, namely:—

- (i) Stoppage of an employee at the efficiency bar in the time-scale of pay on the ground of his unfitness to cross the bar;
- (ii) Non-promotion of an employee, whether in a substantive or officiating capacity, after consideration of his case for promotion to a grade or post to which the employee is eligible;
- (iii) Reversion of an employee appointed on probation to any other grade or post to his permanent grade or post during or at the end of the period of probation in accordance with the terms of his appointment, or the rules and orders governing such probation.

ENCLOSURE - III

N/S

2019.135.13

TO AMEND ADMINISTRATIVE ORDINANCE GOVERNING THE CONTROL AND APPEAL CLAUSE 6 UNDER PART -III-PENALTIES AND DISCIPLINARY AUTHORITIES IN TERMS OF INSTRUCTIONS ISSUED BY THE GOVERNMENT OF INDIA

According to GO/DOPT OM. No. 11012/4/86-Estt (A) dated 13.07.1990 and 28.05.1992, reduction to the lower stage in the time scale of pay for a period not exceeding three years without cumulative effect and not adversely affecting his pension is only a minor penalty (Enclosure - I).

Whereas as per the Administrative Ordinance governing the control and appeal part - III, 6 (v) reduction of pay to a lower stage for a specified period is a major penalty (Enclosure - II).

In the light of above, the Executive Council may consider the proposal to amend the penalties of University Administrative ordinance according to Government of India Decisions.

Existing penalty Rule in our Administrative Ordinance	Proposed penalty Rule in our administrative Ordinance	Justification
<p>The Administrative Ordinance governing the control and appeal</p> <p>Part III Penalties and Disciplinary Authorities</p> <p>Major Penalties: 6(v) Reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period if such reduction and whether on the expiry of such period the reduction will or will not have the effect of postponing the further increment of his pay is a Major penalty. (Enclosure - II)</p>	<p>The Administrative Ordinance governing the control and appeal</p> <p>Part III Penalties and Disciplinary Authorities</p> <p>Minor Penalties: 6(v) Reduction to a lower stage in the time-scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension is a minor penalty.</p>	<p>GO/DOPT OM. No.11012/4/86-Estt (A) dated 13.07.1990 and 28.05.1992, reduction to the lower stage in the time scale of pay for a period not exceeding three years without cumulative effect and not adversely affecting his pension is only a minor penalty.</p> <p>As per the CCS (CCA) Penalty Rule 11 Reduction to a lower stage in the time-scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension is a Minor Penalty.</p>

The proposed amendment in the University Administrative Ordinance, Part III, Penalties and Disciplinary proceedings is submitted to the Executive Council for its consideration.

For consideration of the Council.

Cont. I

- (9) **Penalty of reduction to a lower stage in the time scale of pay for a period not exceeding three years without cumulative effect and not adversely affecting his pension.**

A new clause (iii a) was inserted in Rule 11 of CCS (CCA) Rules, 1965 vide this Department's notification No. 11012/4/86-Estt.(A) dated 13.07.1990. As a result, reduction to a lower stage in the time scale of pay for a period not exceeding three years, without cumulative effect and not adversely affecting the pension of the Government servant who has been punished, was introduced as another minor penalty.

2. A doubt has been raised that the minor penalty introduced vide clause (iii a) is also covered under clause (v) of Rule 11 and, therefore, can in some circumstances be treated as a major penalty. It is clarified that since the penalty to the extent mentioned in clause (iii) (a) of Rule 11 has been carved out of clause (v) of Rule 11 specifically, it does not constitute a major penalty under clause (v) of Rule 11. To ensure that this is clear, clause (v) of Rule 11 is being amended and a notification is being issued separately.

[Deptt. of Pers. & Trg. OM No. 11012/4/86-Estt.(A) dated 28.05.92]

Enc - II

(c) An order of suspension made or deemed to have been made under this rule may at any time be modified or revoked by the authority which made or is deemed to have made the order or by any authority to which that authority is subordinate.

PART-III

PENALTIES AND DISCIPLINARY AUTHORITIES

6. The following penalties may for good and sufficient reasons and as hereinafter provided, be imposed on an employee namely:—

Minor Penalties

- (i) Censure
- (ii) Withholding of promotion
- (iii) Recovery from the pay of the whole or part of any pecuniary loss caused by him to the University by negligence or breach of rules of the University or directions of superior authorities.
- (iv) Withholding of increments of pay

Major penalties

- (v) Reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period the reduction will or will not have the effect of postponing the further increments of his pay.
- (vi) Reduction to a lower time-scale of pay, grade or post or service shall ordinarily be a bar to the promotion of the employee to the time-scale or pay grade, post or service from which he was reduced with or without further directions regarding conditions of restoration to the grade or post or service from which such reduction has been made.
- (vii) Compulsory retirement
- (viii) Removal from service
- (ix) Dismissal from service

Explanation: The following shall not amount to a penalty within the meaning of this rule, namely:—

- (i) Stoppage of an employee at the efficiency bar in the time-scale of pay on the ground of his unfitness to cross the bar;
- (ii) Non-promotion of an employee, whether in a substantive or officiating capacity, after consideration of his case for promotion to a grade or post to which the employee is eligible;
- (iii) Reversion of an employee appointed on probation to any other grade or post to his permanent grade or post during or at the end of the period of probation in accordance with the terms of his appointment, or the rules and orders governing such probation.

- (iv) Reversion of an employee officiating in a higher grade or post to a lower grade or post, on the ground that the employee is considered to be unsuitable for such higher grade or post or on any administrative ground unconnected with the conduct.
- (v) Replacement of the services of an employee, whose services had been borrowed from outside authority, at the disposal of such authority.
- (vi) Compulsory retirement of an employee in accordance with the provisions relating to his superannuation or retirement.
- (vii) Termination of the services—
 - (a) of an employee appointed on probation during or at the end of the period of his probation, in accordance with the terms of his appointment or the rules and orders governing such probation; or
 - (b) of a temporary employee in accordance with the terms of appointment; or
 - (c) of an employee employed under an agreement, in accordance with the terms of such agreement.

Disciplinary
authorities

7. (1) The Executive Council may impose any of the penalties specified in rule 6 on any employee.

(2) The Vice-Chancellor may impose on an employee any of the penalties specified in clauses (i), (ii), (iii), and (iv) of rule 6.

(3) (a) The Registrar shall have power to take disciplinary action against such of the employees, excluding teachers and academic staff, as may be specified in the orders of the Executive Council and to suspend them pending inquiry, to administer warnings to them or to impose on them the penalty of the censure or the withholding of increment;

Provided that no such penalty shall be imposed unless the person concerned has been given a reasonable opportunity of showing cause against the action proposed to be taken in regard to him.

(b) An appeal shall lie to the Vice-Chancellor against any order of the Registrar imposing any of the penalties specified in sub-clause (a).

(c) In a case where the inquiry discloses that a punishment beyond the powers of the Registrar is called for, the Registrar shall, upon conclusion of the inquiry, make a report to the Vice-Chancellor along with his recommendations.

Provided that an appeal shall lie to the Executive Council against an order of the Vice-Chancellor imposing any penalty.

Authority to
the
change

8. (1) The Executive Council or any other authority empowered by it by general or special order may—

(a) institute disciplinary proceedings against any employee;

**PONDICHERRY UNIVERSITY
PUDUCHERRY**



**MINUTES OF THE 135TH MEETING OF THE
EXECUTIVE COUNCIL HELD ON 20.05.2019**

**2019.135.13 TO AMEND ADMINISTRATIVE ORDINANCE
GOVERNING THE CONTROL AND APPEAL CLAUSE 6
UNDER PART -III-PENALTIES AND DISCIPLINARY
AUTHORITIES IN TERMS OF INSTRUCTIONS
ISSUED BY THE GOVERNMENT OF INDIA.**

Resolved to Refer to Academic Council.

2020.83.06

TO AMEND ADMINISTRATIVE ORDINANCE GOVERNING THE CONTROL AND APPEAL CLAUSE 6 UNDER PART -III-PENALTIES AND DISCIPLINARY AUTHORITIES IN TERMS OF INSTRUCTIONS ISSUED BY THE GOVERNMENT OF INDIA

According to GOI/DOPT OM. No. 11012/4/86-Estt (A) dated 13.07.1990 and 28.05.1992, reduction to the lower stage in the time scale of pay for a period not exceeding three years without cumulative effect and not adversely affecting his pension is only a minor penalty (Enclosure - I).

Whereas as per the Administrative Ordinance governing the control and appeal part - III, 6 (v) reduction of pay to a lower stage for a specified period is a major penalty (Enclosure - II).

In the light of above, the Academic Council may consider the proposal to amend the penalties of University Administrative ordinance according to Government of India Decisions.

Existing penalty Rule in our Administrative Ordinance	Proposed penalty Rule in our administrative Ordinance	Justification
<p>The Administrative Ordinance governing the control and appeal</p> <p>Part III Penalties and Disciplinary Authorities</p> <p>Major Penalties: 6(v) Reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the employee will earn increments of pay during the period if such reduction and whether on the expiry of such period the reduction will or will not have the effect of postponing the further increment of his pay is a Major penalty. (Enclosure - II)</p>	<p>The Administrative Ordinance governing the control and appeal</p> <p>Part III Penalties and Disciplinary Authorities</p> <p>Minor Penalties: 6(v) Reduction to a lower stage in the time-scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension is a minor penalty.</p>	<p>GOI/DOPT OM. No.11012/4/86-Estt (A) dated 13.07.1990 and 28.05.1992, reduction to the lower stage in the time scale of pay for a period not exceeding three years without cumulative effect and not adversely affecting his pension is only a minor penalty.</p> <p>As per the CCS (CCA) Penalty Rule 11 Reduction to a lower stage in the time-scale of pay by one stage for a period not exceeding three years, without cumulative effect and not adversely affecting his pension is a Minor Penalty.</p>

The proposed amendment in the University Administrative Ordinance, Part III, Penalties and Disciplinary proceedings is submitted to the Academic Council for its consideration.

For consideration of the Council.

**MINUTES OF THE EIGHTY THIRD MEETING OF THE
ACADEMIC COUNCIL HELD ON 24.02.2020**

2020.83.06 TO AMEND ADMINISTRATIVE ORDINANCE GOVERNING THE
CONTROL AND APPEAL CLAUSE 6 UNDER PART -III-
PENALTIES AND DISCIPLINARY AUTHORITIES IN TERMS OF
INSTRUCTIONS ISSUED BY THE GOVERNMENT OF INDIA

Approved with prospective effect.

2021.140.09

TO RATIFY THE ISSUE OF ORDERS BASED ON THE MINUTES OF THE MEETING OF THE COMMITTEE TO LOOK INTO THE RE-FIXATION OF THE DATE OF ELIGIBILITY OF CAS PROMOTION OF FACULTY MEMBERS IN VIEW OF THE RECENT UGC NOTIFICATION No.F.No.2-16/2002(PS)Pt. FI.II, DATED 16.10.2018 HELD ON 17.09.2020 AT 12.00 P.M. IN THE CHAMBER OF THE ASSISTANT REGISTRAR ESTABLISHMENT (TEACHING) SECTION

Request letters received from 14 Faculty members to consider their actual date of eligibility for CAS promotion from Assistant Professor Stage I to II and Stage II to III as per the UGC Notification dated 16.10.2018 (copy enclosed) with an approval **“to extend the date for completing Orientation/Refresher Course for promotion under CAS upto 31.12.2018 for all the candidates to ensure uniformity”**.

In this regard Vice-Chancellor has constituted a committee with the following members to look into the re-fixation of the date of eligibility of CAS Promotion of Faculty Members in view of the recent UGC Notification. The Meeting was held on 17.09.2020 at 12.00 P.M.:

1. Prof.P. Tirupathi Rao
Dean
Ramanujam School of Mathematical Sciences
2. Prof.B.B. Mohanty
Head (i/c)
Department of Sociology
3. Prof.R. Chitra Sivasubramanian
Professor
Department of Management Studies

The Committee after scrutiny of the cases and in view of the UGC No.F.No.2-16/2002(PS)Pt. FI.II, dated 16.10.2018 resolved to recommend that the Faculty members may be promoted from their actual date of eligibility instead of their date of completion of the Refresher/Orientation Course (copy of the Minutes enclosed).

The Committee also recommended that such of those cases falling within the UGC recommended time frame may also be given promotion from their actual date of eligibility.

Accordingly, the revised promotion orders were issued for the following Faculty Members vide letter No.PU/Estt(T)/ET4/2020-21/939-952, dated 21.12.2020.(copy enclosed)

Sl. No.	Name and Designation	Department	Actual Date of eligibility	Date of Promotion given
1.	Dr.A. Pandu Assistant Professor	Dept. of Commerce, Pondicherry University Community College	Stage I to II 07.12.2011	16.10.2014
2.	Dr.C. Arjunan Assistant Professor	Dept. of Management Studies, Pondicherry University Community College	Stage I to II 13.02.2012	13.08.2014
3.	Dr. Regina Sharmila Das Assistant Professor	Dept. of Microbiology	Stage I to II 05.12.2015	25.12.2015
4.	Dr.S.I. Humayun Assistant Professor	Centre for South Asian Studies	Stage I to II 28.04.2013	28.02.2014
5.	Dr.M. Thanuja Assistant Professor	Centre for Study of Social Exclusion and Inclusive Policy	Stage I to II 01.01.2011	26.11.2014
6.	Dr. Madhu Dyavaiah Assistant Professor	Biochemistry and Molecular Biology	Stage I to II 05.04.2012	27.03.2015
7.	Dr.B.Muthukumar Assistant Professor	Physics	Stage I to II 04.08.2012	24.12.2014
8.	Dr.P.B. Shankar Narayan Assistant Professor	Dept. of Social Work	Stage II to III 31.05.2015	25.12.2015
9.	Dr.B. Syed Ibraim Assistant Professor	Centre for Bioinformatics	Stage II to III 16.08.2015	26.12.2017
10.	Dr. Archana Pan Assistant Professor	Centre for Bioinformatics	Stage II to III 27.04.2014	25.12.2015

11.	Dr.S. Kannan Assistant Professor	Centre for Nanoscience and Technology	Stage II to III 05.07.2015	25.12.2015
12.	Dr.K. Suresh Babu Assistant Professor	Centre for Nanoscience and Technology	Stage II to III 21.06.2015	25.12.2015
13.	Dr.P.Thangadurai Assistant Professor	Centre for Nanoscience and Technology	Stage II to III 30.06.2015	25.12.2015
14.	Dr. R. Prasanth Assistant Professor	Centre for Green Energy Technology	Stage II to III 01.07.2015	14.06.2016

Submitted for ratification of the Council.

MINUTES OF THE MEETING OF THE COMMITTEE TO LOOK INTO THE RE-FIXATION OF THE DATE OF ELIGIBILITY OF CAS PROMOTION OF FACULTY MEMBERS IN VIEW OF THE RECENT UGC NOTIFICATION HELD ON 17.09.2020 AT 12.00 P.M. IN THE CHAMBER OF THE ASSISTANT REGISTRAR, ESTABLISHMENT (TEACHING) SECTION

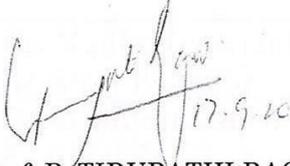
The following members were present:

1. Prof. P. Tirupathi Rao, Dean, Ramanujam School of Mathematical Sciences
2. Prof. B.B. Mohanty, Head (i/c), Dept. of Sociology
3. Prof. R. Chitra Sivasubramanian, Professor, Dept. of Management Studies

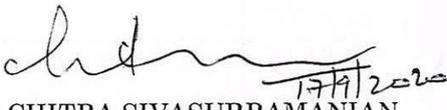
The meeting was convened on 17.09.2020 at 12 noon in the Establishment (Teaching) Section. The committee considered the actual date of eligibility and the date of completion of the Refresher / Orientation course.

In view of the UGC Public Notice No. F.No.2-16/2002(PS)Pt. FI.II dated 16.10.2018, the committee resolved to recommend that the faculty members, as per the enclosed list may be promoted from their actual date of eligibility.

The committee also recommends that such of those cases falling within the UGC recommended time frame may also be given promotion from their actual date of eligibility.


Prof. P. TIRUPATHI RAO


Prof. B.B. MOHANTY


Prof. CHITRA SIVASUBRAMANIAN

PONDICHERRY UNIVERSITY
ESTABLISHMENT (TEACHING) SECTION

No.PU/Estt(T)/ET4/2020/

Date: 17.09.2020

List of CAS Promotees whose date of eligibility has been fixed based on their date of completion of Refresher/ Orientation Courses.

Stage I to II

Sl. No.	Name and Designation	Department	Actual Date of Eligibility	Date of Promotion given
1.	Dr. A. Pandu Assistant Professor	Commerce, PUCC	07.12.2011	16.10.2014
2.	Dr. C. Arjunan Assistant Professor	Management Studies, PUCC	13.02.2012	13.08.2014
3.	Dr. Regina Sharmila Das Assistant Professor	Microbiology	05.12.2015	25.12.2015
4.	Dr. S. I. Humayun Assistant Professor	Centre for South Asian Studies	28.04.2013	28.02.2014
5.	Dr. M. Thanuja Assistant Professor	Centre for Study of Social Exclusion & Inclusive Policy	01.01.2011	26.11.2014
6.	Dr. Madhu Dyavaiah Assistant Professor	Biochemistry and Molecular Biology	05.04.2012	27.03.2015
7.	Dr. B. Muthukumar Assistant Professor	Physics	04.08.2012	24.12.2014

Stage II to III

8.	Dr. P. B. Shankar Narayan Assistant Professor	Social Work	31.05.2015	25.12.2015
9.	Dr. B. Syed Ibrahim Assistant Professor	Bioinformatics	16.08.2015	26.12.2017
10.	Dr. Archana Pan Assistant Professor	Centre for Bioinformatics	27.04.2014	25.12.2015
11.	Dr. S. Kannan Assistant Professor	Centre for Nano Science & Technology	05.07.2015	25.12.2015
12.	Dr. K. Suresh Babu Assistant Professor	Centre for Nano Science & Technology	21.06.2015	25.12.2015
13.	Dr. P. Thangadurai Assistant Professor	Centre for Nano Science & Technology	30.06.2015	25.12.2015
14.	Dr. R. Prasanth Assistant Professor	Centre for Green Energy Technology	01.07.2015	14.06.2016

Mleelak 17.9.20
W. J. J. 17.9.20
Mleelak 17.9.20
ohd



विश्वविद्यालय अनुदान आयोग
University Grants Commission
(मानव संसाधन विकास-मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)
बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

F.No. 2-16/2002(PS)PL.FI.II

16th October 2018

PUBLIC NOTICE

The issue regarding extension of the date of participation in Orientation/Refresher Course in respect of Teachers/Assistant Registrar/Assistant University Librarian/College Librarian/Deputy Librarian/Assistant Director of Physical Education/College Director of Physical Education for the purpose of career advancement was considered by the Commission (UGC) in its 535th Meeting held on 27th September 2018 and approved to extend the date for completing Orientation Course/Refresher Course for promotion under CAS upto 31.12.2018 for all the candidates to ensure uniformity.

All the Universities and affiliated colleges are requested to comply with the above provision of extension.

(Prof. Rajnish Jain)
Secretary

2021.140.10

TO RATIFY THE ACCEPTANCE OF RESIGNATION TENDERED BY DR. P. DHAVACHELVAN, PROFESSOR, DEPARTMENT OF COMPUTER SCIENCE AND RELIEVING HIM WITH EFFECT FROM 05.07.2019 FROM THE SERVICE OF THIS UNIVERSITY

Dr. P. Dhavachelvan, Professor, Department of Computer Science, School of Engineering & Technology of this University had applied for the following spells of EOL on Medical Grounds through proper channel and availed the same without obtaining prior approval from the University authorities.

Sl.No	Spells	Period	Days	Reason for leave
1	1 st	04.07.2018 to 03.09.2018	60 days	Ayurvedic Treatment for Osteoarthritis Left Knee
2	2 nd	04.09.2018 to 02.11.2018	60 days	Osteoarthritis Left Knee
3	3 rd	03.11.2018 to 02.12.2018	30 days	Osteoarthritis Left Knee
4	4 th	03.12.2018 to 02.01.2019	30 days	Osteoarthritis Left Knee
5	5 th	03.01.2019 to 03.03.2019	60 days	Osteoarthritis Left Knee
6	6 th	04.03.2019 to 03.05.2019	61 days	For complete restoration of Health. (M.C not enclosed) Meanwhile, the case was referred to Medical Board
		Total	301 days	

As per Rule 32, under CCS (Leave) Rules, Extraordinary leave is granted to a Government servant:-

- a) When no other leave is admissible
- b) When other leave is admissible, but the Government servant applies in writing for extraordinary leave.

The limit on any one occasion for sanction of EOL is:-

- a) All officials:- Up to 3 months with or without medical certificate.
- b) Officials with a minimum of one year continuous service:- Upto 6 months with medical certificate for common ailments.

Upto 18 months with medical certificate for cancer, mental illness, pulmonary tuberculosis or pleurisy of tubercular origin, tuberculosis of any part of the body and leprosy.

It is informed that the balance of leave available at his credit as on 04.07.2018 i.e at the time applying in writing for EOL on Medical ground by Dr. P. Dhavachelvan, Professor, Department of Computer Science are as follows:-.

EL	: 7 days
Commuted leave	: 20 days

As per the above Rule, Dr. P. Dhavachelvan, Professor is eligible for Extra-ordinary leave upto 6 months only with medical certificate and not more than that.

Dr. P. Dhavachelvan, Professor requested for sanction of sabbatical leave for one year with effect from 27.06.2016 to 05.05.2017 for the purpose of writing a book. The Sabbatical leave committee recommended for sanction of **sabbatical leave for six months** initially with effect from 28.06.2016 to 27.12.2016 and subsequently **extended leave for a further period of six months** from 28.12.2016 to 08.05.2017 and he reported for duty on 09.05.2017.

Again, based on his request he was sanctioned **Medical leave for 30 days** from 23.06.2017 to 22.07.2017, **Earned leave for 145 days** from 23.07.2017 to 14.12.2017 on Medical grounds and **EOL for 7 days** from 15.12.2017 to 21.12.2017.

Further, again Dr. P. Dhavachelvan requested for sanction of sabbatical leave for one year from 18.01.2018 to 17.01.2019. Sabbatical leave committee recommended his sabbatical leave for the academic year 2018-19 i.e from 01.07.2018 to 30.06.2019 instead of 18.01.2018 to 17.01.2019.

However, the request for sabbatical leave for one year from 01.07.2018 to 30.06.2019 as recommended by the Sabbatical leave committee was not sanctioned by the University authorities and then he applied for **EOL on Medical grounds initially for 60 days** from 04.07.2018 to 03.09.2018 and subsequently **extended up to 03.05.2019**.

In this connection, the University Authorities requested the Head (i/c), Department of Computer Science on 24.01.2019 to submit a detailed report regarding the handling of the classes & guiding of the Ph.D scholars during the absence of Dr. P. Dhavachelvan, Professor, Department of Computer Science.

In response to the letter dated 24.01.2019, the Head (i/c), Department of Computer Science has stated in her letter dated 15.02.2019 that the classes allotted to Dr. P. Dhavachelvan was re-distributed to the Guest Faculty available in the Department in addition to the subjects that were already allotted to them and Dr. P. Dhavachelvan has not taken any Ph.D scholars during the year 2018-19.

Further, the leave applications along with Medical certificates submitted by Dr. P. Dhavachelvan, Professor of Computer Science was referred to the Medical Superintendent, JIPMER, Puducherry to place his case before the Medical Board.

The Medical Superintendent JIPMER, Puducherry constituted a Medical Board with Dr. Abdoul Hamide, Professor of Medicine, Dr. Vinod K. V. Additional Professor of Medicine and Dr. Gipson Samuel, Assistant Professor of Ortho for medically assessing Dr. P. Dhavachelvan and sent a report of the Medical Examination with the following observations:-

“Dr. P. Dhavachelvan 45 years old male was seen in JIPMER on 02.03.2019 with complaints of (L) Knee pain and limp for 5 years.

Patient clinically has chronic synovitis (L) Knee.

His blood investigations were normal, MRI (L) Knee done on 14.03.2019 has been reported as diffuse synovitis (L) Knee, degenerative changes in Medical meniscus with osteoarthritic changes.

Dr. P. Dhavachelvan is able to carry out day to day activities of life like walking, sitting, standing, performing manual tasks without major functional limitation.

They suggest him to resume light work following conservative treatment with crepe bandage, physiotherapy, rehabilitation and pain management for a period of 2 weeks.

If symptoms worsen after resumption of work, he can be evaluated further with knee aspiration-synovial fluid analysis and arthroscopic synovial biopsy with/without synovectomy”.

The Medical Board did not mention anything about the medical leave availed by Dr. P. Dhavachelvan. Based on the Medical Report submitted by the Medical Superintendent, JIPMER, Dr. P. Dhavachelvan, Professor, Department of Computer Science was directed to report for duty immediately.

Accordingly, Dr. P. Dhavachelvan, Professor, Department of Computer Science has reported for duty on 06.05.2019 in the Office of the Department of Computer Science and continued his duty up to 08.05.2019 and thereafter he proceeded on summer vacation for the year 2019 which started from 09.05.2019 to 23.06.2019. He rejoined duty from 24.06.2019 to 04.07.2019.

Dr. P. Dhavachelvan, Professor has submitted his resignation through proper channel on 05.07.2019. Without waiting for acceptance of his resignation, he continuously availed casual leave for six days from 08.07.2019 to 12.07.2019 & 15.07.2019 and restricted holidays on 16.07.2019 and then applied for EOL from 17.07.2019 to 26.07.2019.

In this regard, a Memorandum dated 21.08.2019 was served upon Dr. P. Dhavachelvan, Professor, Department of Computer Science calling for explanations for availing EOL without approval from the University authorities and Dr. P. Dhavachelvan submitted his reply through email on 28.08.2019 and received the hard copy on 03.09.2019.

It is also relevant to apprise that Dr. P. Dhavachelvan being Coordinator of SAP Programme of the Dept. of Computer Science from 2011-12 upto 2015-16 has received a sanction of Rs.12,60,000/- from UGC as 1st instalment. But without making any effort to utilize the sanctioned amount towards infrastructure development and enhancing research capability, the unutilized sum of Rs.15,02,556/- was returned to UGC which includes an interest amount of Rs. 2,42,556/-.

In the meanwhile, the resignation tendered by Prof. P. Dhavachelvan, Department of Computer Science with effect from 05.07.2019 was accepted by the University authorities on 11.10.2019 and subsequently he was relieved from the service of this University with effect from 05.07.2019 vide Office Order No. 476, dated 04.03.2020.

Acceptance of resignation tendered by Prof. P. Dhavachelvan, Department of Computer Science and his relief from University service may be ratified by the Executive Council.

2021.140.11

TO RATIFY THE ACTION TAKEN ON THE PROPOSED TRI-PARTITE MOU BETWEEN PONDICHERRY UNIVERSITY, PUDUCHERRY / MINISTRY OF EDUCATION, GOVT. OF INDIA, NEW DELHI AND UNIVERSITY GRANTS COMMISSION, NEW DELHI, FOR THE YEAR 2021-2022

The Deputy Secretary to the Govt. of India, Dept. of Higher Education, Ministry of Education, New Delhi has forwarded the proposal for Tri-Partite MoU(*alongwith detailed Programme of Action and Performance Evaluation Parameters, Output Targets and Programme of Work*) between Pondicherry University, Puducherry, Ministry of Human Resource Development, Dept. of Higher Education, Govt. of India, New Delhi and University Grants Commission, New Delhi for the year 2020-21, to assess and facilitate the performance of the University on selected key parameters against the targets set to incrementally improve the performance of the University.

The draft Tri-Partite MoU(*alongwith detailed Programme of Action and Performance Evaluation Parameters, Output Targets and Programme of Work*) for the year 2021-22 sent by the MHRD was examined and recommended by the Tri-Partite MoU Committee and duly authenticated by the Vice-Chancellor is attached as **Enclosure**.

Submitted for ratification of the Council.

**MEMORANDUM OF UNDERSTANDING
(TRI-PARTITE MOU)**

BETWEEN

**PONDICHERRY UNIVERSITY
PUDUCHERRY-605014**

**DEPARTMENT OF HIGHER EDUCATION,
MINISTRY OF EDUCATION
GOVERNMENT OF INDIA,
NEW DELHI-110015**

**UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI-110 002**

FOR

2021-2022

MEMORANDUM OF UNDERSTANDING (MoU) between Pondicherry University Ministry of Education(MoE) and University Grants Commission (UGC), New Delhi for 2021-2022

This is a tri-Partite Memorandum of Understanding (MoU) being signed among Ministry of Education(MoE), University Grants Commission (UGC)

and

the third party, the Pondicherry University, Puducherry (hereafter referred to as Central University).

With the objective to assess and facilitate the performance of the University on selected key parameters against the targets set so as to incrementally improve the performance of the University.

PART 1 VISION, MISSION AND OBJECTIVES

1.1 Vision

To develop enlightened citizenship of a knowledge society for peace and prosperity of individuals, nation and the world, through promotion of innovation, creative endeavours, and scholarly inquiry.

1.2 Mission

To serve as a beacon of change, through multi-disciplinary learning, for creation of knowledge community, by building a strong character and nurturing a value-based transparent work ethics, promoting creative and critical thinking for holistic development and self-sustenance for the people of India. The University seeks to achieve this objective by cultivating an environment of excellence in teaching, research and innovation in pure and applied areas of learning.

1.3 Objectives (in brief as defined under Pondicherry University Act, 1985)

- 1.3.1 To disseminate and advance knowledge by providing instructional and research facilities in such branches of learning as it may deem fit;
- 1.3.2 To make special provisions for integrated courses in humanities, social sciences, science and technology in its educational programmes;
- 1.3.3 To take appropriate measures for promoting innovations in teaching-learning process and inter-disciplinary studies and research;
- 1.3.4 To educate and train manpower for the development of the country;
- 1.3.5 To establish linkages with industries for the promotion of science and technology;
- 1.3.6 To pay special attention to the improvement of the social and economic conditions and welfare of the people, their intellectual, academic and cultural development.

PART 2 **EXERCISE OF ENHANCED AUTONOMY AND DELEGATION OF FINANCIAL POWERS**

- 2.1 All such powers are available to the Executive Council (EC) of the University as are provided for by the Act and Statutes as well as Ordinances framed thereunder. The Executive Council (EC) shall not use its power to lay down any policy has an overriding or overruling impact on the University's Act.
- 2.2 The University shall endeavour to ensure gradual annual increase in the user charges / fees charged by it for its various courses and facilities.
- 2.3 The University shall strictly follow the General Financial Rules, 2017 issued by Department of Expenditure, Ministry of Finance, Government of India in all its financial transactions including procurement of goods and services, etc.
- 2.4 The University shall adopt the Public Financial Management System (PFMS) for receipt of all funds from UGC / Government of India and make all payments through the PFMS till the last mile as far as possible.
- 2.5 The University shall send to the Ministry of Education and UGC any information held by it to satisfy any requirement related to Parliamentary Matters, RTI, Court Cases, Public Grievances or inputs to policy decision to be taken by the UGC / Ministry of Education (MoE) within reasonable time specified by the UGC/Ministry of Education.
- 2.6 In addition to the above, such decision which creates financial liabilities on UGC/ Ministry of Education shall be taken up by the University with the prior approval of UGC / Ministry of Education.
- 2.7. In fulfilment of its obligations under the MoU, the University shall undertake initiatives/ actions to achieve certain level of performance for the year 2021-22. The performance will be assessed based on the information provided by the University as per the criteria listed in the **Annexure** enclosed.

PART 3 **FACILITATION / ASSISTANCE FROM THE GOVERNMENT/UGC**

- 3.1. The University has made the commitment of Performance Evaluation Targets based on certain assumptions in respect of release of grants from Government/ UGC and raising of funds from other resources, including loan from HEFA for expansion of infrastructural facilities, which has a direct bearing on the performance of the University committed in this MoU.

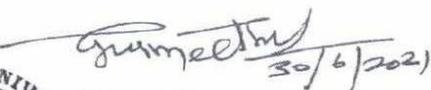
- 3.2. UGC/ Ministry of Education will extend any other facilitation assistance like taking up the matters with the State Government concerned or any Ministry/ Department of the Union Government, as and when required.

PART 4 ACTION PLAN FOR IMPLEMENTATION AND MONITORING OF THE MoU

- 4.1 Performance evaluation against these MoU parameters shall be carried out every six months and monitored by the University in the format annexed herewith.
- 4.2 The performance evaluation so carried out shall be submitted to the Executive Council (EC) of the University during the EC for consideration. After the EC meeting, the same shall be sent to UGC along with its recommendations.
- 4.3 A joint review by the University, UGC and Ministry of Education shall be carried out within 180 days of completion of the financial year. The result of the joint review shall be placed before the EC and hosted prominently on the website of the University. The UGC will also review the performance of the departments created during last 3 years in the University.

PART 5 REQUIREMENT FROM THE UGC AND MINISTRY OF EDUCATION

The University shall submit detailed proposal along with detailed justifications to UGC/ Ministry of Education, duly approved and recommended by its Finance Committee/ Board of Management. UGC/ Ministry of Education may liberally consider release of funds as per given justifications. Besides, UGC/ Ministry of Education will also provide administrative support and permissions wherever required as per the provisions of the Pondicherry University Act, 1985.


(PROF. GURMEET SINGH)
Vice-Chancellor
Pondicherry University
Puducherry


CHANCELLOR
PONDICHERY UNIVERSITY
PUDUCHERRY

(PROF. RAJNISH JAIN)
Secretary
University Grants Commission
New Delhi

(DR. VINEET JOSHI)
Additional Secretary (CU)
Ministry of Education
Department of Higher Education
New Delhi

APPENDIX

Memorandum of Understanding (MoU) among Pondicherry University, Ministry of Education(MoE) and University Grants Commission for 2021-22

(Information against Items (1) to (17) will be revised based on finalization of Items in Annexure)

Detailed Programme of Action for Item No. 1 to 17 of Annexure

S. No.	Performance Parameter	Programme of Action
(1)	(2)	
1.	Access Student In-take	<ul style="list-style-type: none"> • Pondicherry University has implemented the EWS reservation based on the recommendation of the GOI. • Proposed 2 new departments and 2 chairs.
	UG	
	PG	
	M.Phil	
	Ph.D	
2.	Equity and Diversity	
	i. Women students	<p>Following amenities will be continued for women students:</p> <ul style="list-style-type: none"> • Rent free hostel facility for girl students • Free transportation. • Single Girl Child scholarship • Sexual Harassment Prevention Committee • Girl students fitness centre • Women's Cell • Enabling Unit for Differently Abled (HEPSN Cell) • Women's day celebration/ competition/ special programmes
	ii. Students from other states	All India Entrance Examination through online to ensure diversity.
	iii. International students	<ul style="list-style-type: none"> • University has a separate admission Policy for NRI / Foreign students. Exclusive hostel for foreign students are available for in the campus accommodation. • There are many International MoUs for academic & joint research activities. Foreign students are getting benefited through these MoUs. • Study-India Programme - Foreign students with credit transfer facility. • University proposed to enter many international MoUs for students and faculty exchange. There are about 40 International University/ Institutions MoUs with University.

S. No.	Performance Parameter	Programme of Action
		<ul style="list-style-type: none"> • Dean International Relations appointed to look after administration & Admission. • 10% of students strength for foreign students supernumery across all courses.
3.	Quality : Strengthening Faculty	
	i. Student-Teacher Ratio	18:1
	ii. Sanctioned Strength of regular faculty	At present there are 505 sanctioned strength of the regular faculty.
	iii. In position regular faculty	As on 31.03.2021, there are 311 regular faculty.
	iv. Progress on filling up the vacant position	178 teaching posts has been processed and will be filled.
	v. Visiting Faculty from other Universities (National /International)	<ul style="list-style-type: none"> • Inviting Experts as Visiting Faculty from India & Abroad for short term class and also for various Conferences/ Seminars/ Invited lectures/Guest Lectures etc.
	vi. Visiting Faculty to other Universities (National / International)	<ul style="list-style-type: none"> • Through various MoUs faculty are visiting other University/Institutions for joint research & academic activities besides. • Various Conferences/ Seminars/ Invited lectures/Guest Lectures etc.
4.	Academic Outcomes	
	i. Students placed through campus interviews/Other Placements	<p>(i) The Placement Cell arranges for Campus/off campus Interview students of University & Affiliated Colleges also.</p> <ul style="list-style-type: none"> • Regular Industry-Interface programmes • School level placements also arranged for students. • MoU with CII, Puducherry • MMA Students Chapter functioning effectively • Students participation in various management events/competition/Students leadership programme • Entrepreneurship Development Cell. • Collaborative workshop/seminars/training programme with various National & International Agencies. • Developed Alumni portal which helps Campus Placement Activity in future. • MoUs with more National / International Universities.

S. No.	Performance Parameter	Programme of Action
	ii. Students qualified for NET / SET /SLET / Ph.D	<ul style="list-style-type: none"> • University organizes regular training for the students inviting specialists apart from the internal faculty members on the subjects. • Equal Opportunity cell is organizing Remedial coaching/Entry into services/NET Coaching for SC/ST/OBC/Minorities to get through the competitive examinations along with increasing employment opportunities
	iii. Students who cleared competitive exams – Civil Services, Judiciary etc.	<ul style="list-style-type: none"> • Equal Opportunity cell is organizing Remedial coaching/Entry into services/NET Coaching for SC/ST/OBC/Minorities to get through the competitive examinations along with increasing employment opportunities. • And also students are encouraged to study for competitive exams. Competitive exams materials are available in the University Library.
	iv. Others	<ul style="list-style-type: none"> • Housing national facilities, suitable place has been provided in the University Campus. • A Section-8 Company has been formed to encourage University and Industry Joint Partnership to develop new programs testing & development. • Students getting admission in the foreign University and also through MoUs.
5.	(A) Research	
	i. Papers Published in UGC Listed Journals	<p>(i) & (ii) Several facilities are available in the campus for the development of research activities:</p> <ul style="list-style-type: none"> • Remote Access to Library E-resources.
	ii. Research Projects Sanctioned/ Completed	<ul style="list-style-type: none"> • Good Collection of Books / Journals / Magazines etc., will be added to the Central Library. • Central Instrumentation Facility (CIF) with sophisticated equipment's • HR-TEM Facility • Mechanical fabrication facility • Patent Facilitation Cell & IPR Centre • Establishment of Startup Centre under Make in India" Scheme • Central Animal House Facility and Separate Marine Animal House • Research Laboratory 'High Energy Density Batteries', Dept. of Physics • Wi-Fi internet access across the campus • Automation of Project Cell • CMIE/Bloomberg data bases to encourage quality research and consultancy.

S. No.	Performance Parameter	Programme of Action
		<ul style="list-style-type: none"> • Encourage more departments to apply for SAP/DST funding for Research. • Faculty/Research Scholar are encouraged to apply for various funding from CSIR, UGC, ICSSR, DBT, DST, DRDO, BRNS, ISRO, WHO, Azim Premji, Indo Mexican, MOES/CMLRE, DAE, CRRRI, WOS, RGNIYD, etc. • Faculty members are associated with SPARC and DUO India fellowship.
	(B) Others	
	i. Books / Chapters	University encourages faculty members to write books and contribute chapters to books.
	ii. Policy Reports	Faculty members are encouraged to take-up policy research and contribute to various policy measures of Government.
	iii. Invited Lectures / Seminars (Only Foreign Universities)	Faculty members are encouraged to deliver invited Lectures and seminars by providing substantial travel grants.
6.	Amount of Research Grant	
	i. Extra Mural Funding – (Rupees in crores)	Faculties are encouraged to bring funding from various sponsoring agencies through Research Grants and Projects.
	ii. Consultancy	<ul style="list-style-type: none"> • Strengthening of the Central Instrumentation Facility (CIF) and Department Laboratories with a number of sophisticated instruments has also added to the increase in number of research projects and quality of research output. • Faculty/Research Scholar are encouraged to apply for various consultancy activities with funding from WHO, Azim premji, Indo Mexican, MOES/CMLRE, CRRRI, WOS, etc. • MoU with CII, MMA & AIMA other industry bodies for consultancy.
7.	(A) Patents	
	i. Filed	
	ii. Awarded	
	(B) Exceptional International Awards / Honours	
		<ul style="list-style-type: none"> • Patent facilitation Cell & IPR centre established in the University for awareness, encourage filing of patent, facilitate the process of patent filing and maintenance of IPR and generate returns from IPR of Pondicherry University. • It promotes the hassle free environment for the students and faculty to file the patents by the guidelines of the committee members.
8.	Co-curricular and Extra-curricular Awards (Sports, Extension activities etc.)	
		<ul style="list-style-type: none"> • Programmes organized under University Social Responsibility. • Community outreach activities on International days of significance.

S. No.	Performance Parameter	Programme of Action
		<ul style="list-style-type: none"> • University Community Radio (PuduvaiVaani) to awaken, inform, enlighten educate and entertain all section of the people including the programme on women empowerment, communal harmony, health and education in Pondicherry. • Dept. of Physical Education & Sports conducting Sports activities for the students regularly for Regional & National levels. • Centre for Women Studies conducts awareness and sensitization programmes for students and staff regularly • Department of Social work organizes need based interventions for communities and University stake holders in collaboration with National / Govt. bodies. • Yoga & meditation Classes are regularly conducted for faculty and students. • Separate Gymnasiums for Boys and Girls are available. • Blood Donation Camps organized. • World Elder's day • World Disaster Reduction day • Competitive events for Vigilance Awareness week • Legal aid camps at regular intervals • Digital awareness camps are conducted for local community. • Film Clubs regularly organises National and International Film Festivals. • University assists Puducherry Union Territory Smart City project. • Periodic Art Exhibitions by faculty members both on campus & off campus. • Sports photograph workshops. • Physical Health fitness programme for neighbourhood communities and campus students. • Cricket coaching camp for neighbourhood communities and staff children staying in the campus • Football coaching camp for neighbourhood communities and staff children staying in the campus

S. No.	Performance Parameter	Programme of Action
		<ul style="list-style-type: none"> • Special Olympics Bharat
9.	Governance	
	i. Digitization of Administration (list the items such as students enrolment, administration etc.)	<ul style="list-style-type: none"> • Total digitalization of classroom Management and Administration. • Online Entrance Examination for Admission. • Online payment of Exam and Hostel Fees • Students' Academic Management System (SAMS) • Research Scholar Academic Management System (RAMS) • Submission of line data through CU portal • Public Financial Management System (PFMS) • Online students attendance Management • Online student evaluation of teachers • Massive Open Online Courses (Moocs) • Online Leave Management System for faculty • Biometric attendance system partially introduced as a pilot project. • Shodh-ganga-Effective using of online repository of research publication • Effective using of National Digital Library of India • Effective using of Edusat distance learning programme and producing content for programme. • Effective using of E-Learning using Moodle: E-learning facility is offered to the teaching/learning community using Moodle open source software. • Participating in National Academic Depository • NMEICT/NKN: The Pondicherry University is a member of National Knowledge Network (NKN) as it is connected to the NMEICT/NKN link.
	ii. Cashless Transaction (list the items such as students' fees, salary etc.)	<ul style="list-style-type: none"> • Online fee payment including hostel fee for students. • Salaries are credited through bank. A Senior Technical Assistant, Computer Centre is the Nodal officer of e-procurement (CPPP). • Income & Expenditure are transacted under PFMS

S. No.	Performance Parameter	Programme of Action
		<ul style="list-style-type: none"> • GST, TDS is recovered on daily basis and remitted into GOI Account through online transactions • University undertakes only online student's admissions • Salary disbursements and other personal claims are made only through accounts transfer. • University is procuring all the equipment's and other items through open tender system and had a one day training programme in GeM Portal. • Procurement or Goods are made through GEM Portal for all available goods and rest through open tender system. University registered with Central Public Procurement (CPP) portal
	<p>iii. Online Education</p>	<ul style="list-style-type: none"> • Total digitalization of classroom Management and Administration. • Faculty Members are offering Online Courses through SWAYAM Portal. • Students participation in online certification courses through MOOCs. • Online teaching and evaluation through email, google classroom, zoom etc • Assignments using Social media platform • Conducting quiz programmes • Preparation of skill development for various industries • Students are encouraged to do video based assignments. • Proposed new MOOCs for undergraduate students to be launched on MHRD's SWAYAM portal. • Translation of MOOCs (UG & PG) on various subjects in regional languages as per MoE and UGC directives.
	<p>iv. Setting up of Grievance Redressal Mechanism (both online and Offline)</p>	<ul style="list-style-type: none"> • Separate Grievance Redressal committee for Students, Faculty and Non-teaching Staffs • Dean, Students welfare is the Nodal officer for UGC online Students grievance redressal portal. • A senior Faculty is the Nodal officer for CPGRAMS & online RTI portal • A senior Faculty is the Liaison officer for (SC/ST/OBC) • Faculty Adviser System as per CBCS guidelines. • North Eastern States Legal Services Clinic

S. No.	Performance Parameter	Programme of Action
		<ul style="list-style-type: none"> • Sexual Harassment Prevention Committee • Women's Cell • Anti- Ragging Committee • Students Committees in Hostel • Meeting of Vice-Chancellor to address Students grievance at regular interval. • HEPSN Enabling Unit for students and scholars with disabilities • Mental health services being provided through counseling/telecounseling • Day Care Centre for the benefit of the children of our University employees (faculty and staff) and also the children of married research scholars.
10.	Finance and Expenditure	
	i. Utilization of funds received from UGC	<ul style="list-style-type: none"> • 100% • University takes all possible measures to utilize all funds as per the sanctions.
	ii. Other Sources	<ul style="list-style-type: none"> • University proposed to maximizes revenue generation through other sources.
11.	Finance	
	i. Internal resources to total Budget	<ul style="list-style-type: none"> • Proposed to increase the internal resources generation to total budget.
	ii. Corpus Funds (in crores)	<ul style="list-style-type: none"> • Proposed to enhance the campus fund through various internal resources.
	iii. Support from Alumni	<ul style="list-style-type: none"> • Encouragement for increased revenue generation through Research, Consultancy, Training Programme and Sponsored projects. • Reducing of wasteful expenditure • Adoption of Economy Measures wherever possible. • Dedicated Alumni portal.
12	i) NIRF Ranking (Overall) ii) NIRF Ranking (Discipline) iii) Times Higher Education (THE) / QS World / BRICS / Asia Ranking, as applicable iv) NAAC*	<ul style="list-style-type: none"> • Efforts are made to improve the quality of academic, teaching and research etc. to place the University among top Universities. • Regular participation in all the National and International Rankings such as: (i) NIRF (Overall), (ii) NIRF Ranking (Discipline)-University, (iii) Times Higher Education (THE) / QS World / BRICS / Asia Rankin, (iv) QS Rankings.
13	Contribution to the Local Society-	

S. No.	Performance Parameter	Programme of Action
	Activities Organized	
	i. Village Adoption	<ul style="list-style-type: none"> • Solid waste management • Community need to service to help the local community • Sustainable Community development Sensitizing for plastic free packing and value addition • Solid waste generation survey
	ii. School Adoption	<ul style="list-style-type: none"> • Students participation in cleanliness programs as well as art and cultural development in the schools • Multi stakeholders initiative towards sensitization about the ozone layer depletion and prevention efforts to government school students • Physical and anthropological fitness test camp for students of Nirvana High School • Conduct competition for school students on National Science day • The National Disaster Relief (NDRF) mock drill conducted in a rural school in which the students participated
	iii. College Adoption	<ul style="list-style-type: none"> • Training and skill development for engineering students • Community activity day for blood donation, eye and general health screening, awareness camp on drug addiction, disability, breast cancer, gynecology problem, organ donation enrollment, public and social well-being and cyber security.
	iv. University Adoption	Not applicable
	v. Blood Donation Camp	-
	vi. Legal Aid Camp	<ul style="list-style-type: none"> • Northeast legal cell is functional. • Legal Awareness Programme for students • Students Legal Rights of Women (NCW)
	Amount Spent	1,00,000 for organization and local hospitality
14	Participation In Campaigns	(Activities organized subject to improvement in Covid19 situation.)
	i. Unnat Bharat Abhiyan	<ul style="list-style-type: none"> • University departments have been sensitized to adopt villages in and around the University area. • Training of rural youth to harness their skills through Capacity building • 8-10 days rural camp annually through democratic selection of campsite • Community college organizes community services
	ii. EkBharat Shreshth Campaign	Dean, Students Welfare is the Nodal officer and as per the instructions of MHRD, the programmes with tentative schedules

S. No.	Performance Parameter	Programme of Action
		have been prepared and submitted.
	iii. Fit India Movement Campaign	<ul style="list-style-type: none"> • Students/scholars participate in the Fit India movement Campaign. As a part of this programme, they were involved in various activities. • Mini Marathon in the eve of National Unity Day • Walkathon for Fit India Movement • Yoga and Meditation programmes • Health camps and medical fitness camps
	iv. Constitution (Fundamental Duties) Campaign	<ul style="list-style-type: none"> • Special lectures arranged as a part of Constitution Day • Awareness Campaign & Hands on Experience in EVM for the public • Voter's Verification Drive • Signature Campaign for National Voters Day • Awareness Rally on National Voters Day • Training Programme On Human Rights
	v. Swachh Bharat Abhiyan	<ul style="list-style-type: none"> • Capacity building of stakeholders and sanitation workers • Periodical evaluation studies on the implementation of SBM. • Information, education and communication (IEC) strategies, planning and their effective implementation • Mission to rise awareness on cleanliness in beaches and villages including students and scholars. • Collaboration with NGOs • Practice session to the community on 'Solid Waste Management'. • Special Coastal Cleanup Drive in the eve of World Environment Day. • Special Coastal Cleanup & Tree Plantation Drive. • Special clean Campus activities • Elimination of plastics from hostels • Changing of Flex banners to Cotton banners • Conversion of Cotton Backdrop into Carry Bags • Proper disposal of Biomedical Waste

S. No.	Performance Parameter	Programme of Action
		<ul style="list-style-type: none"> • Awareness creation on preservation of Water, ill effects of plastics, food waste and other wastes
15	Steps taken to Improve Health Facilities	(Activities organized subject to improvement in Covid19 situation.)
	i. Physical Health	<ul style="list-style-type: none"> • Students from the departments participate in every activities such as play football, cricket and badminton in the evenings within the campus premises thereby ensuring their well-being • Blood donation, eye and general health screening, awareness camp on drug addiction, disability, breast cancer, gynecology problem, organ donation enrollment, public and social well-being and cyber security conducted during Community activity day. • Gyms and sports equipment's to promote physical fitness • A lush green campus with facilities to boost physical fitness and meaningful engagement • Regular sports and games • Awareness on Women Health and Personal Hygiene • Health Camp under the banner of NSS. • Breast Cancer Awareness Programme for Women • Physical and anthropological fitness test camp for first year Hostel students • Special medical camp for hostel students
	ii. Mental Health	<ul style="list-style-type: none"> • Counselling for students. • International Yoga Day • Mental Health Centre manned by trained experts • Tele counselling for students, faculties and non-teaching staff • Trained peer counselors • Regular Yoga and meditation classes to improve mental health • A Prayer hall for students to unwind from stress • Proactive counseling programs organized • Workshop on 'Counselling Skills for Social Workers' • Workshop on 'Family Enrichment • Encourage Student-faculty mentors/advisors. • Special lectures for World Mental Health day

S. No.	Performance Parameter	Programme of Action
16	Disaster Management Capacity Building	(Activities organized subject to improvement in Covid19 situation.)
	i. Fire	<ul style="list-style-type: none"> • Awareness programme on Fire Safety for students and staff members
	ii. Flood	
	iii. Earthquake	<ul style="list-style-type: none"> • Mock drill by the NDRF team/Fire Department/Local disaster team.
	iv. Any other	<ul style="list-style-type: none"> • Disaster preparedness and disaster mitigation handholding and capacity building to students/stakeholders. • Faculty participated in the disaster Management workshop • Observation of International Day of Disaster Reduction • Workshop / webinars on 'Disaster Management' for the students • Helpline services to single women of Puducherry as a response to covid -19. • Reaching out to unreached communities such as LGBTIQ (lesbian, gay, bisexual, transgender, intersex and queer) • Tsunami Disaster Prevention Mock Drill by Puducherry Govt Disaster Division (2 Drills per year).
17.	Status of Statutory Positions	
	i. Registrar	<ul style="list-style-type: none"> • Under process.(In-charge arrangement made)
	ii. Finance Officer	<ul style="list-style-type: none"> • Under process.(In-charge arrangement made)
	iii. Controller of Examination	<ul style="list-style-type: none"> • Under process.(In-charge arrangement made)
	iv. Librarian	<ul style="list-style-type: none"> • Filled.

		administrative posts, selection process completed.	administrative posts selection completed.									
	(v) Visiting Faculty from other Universities (National/ International)	12	15	3	-	4	-	4	-	4	-	Due to COVID'19 target could not be achieved. But online classes conducted.
	(vi) Visiting Faculty from the University to other Universities (National / International)	3	5	1	-	1	-	2	-	1	-	Due to COVID'19 target could not be achieved. But online classes conducted.
	Academic Outcomes :											
4.	(i) Students placed through campus interviews/other placements	367	385	-	-	225	-	-	-	160	-	Due to COVID'19 many companies opted virtual mode.
	(ii) Students qualified for NET/ GATE/SET/ SLET/ Ph.D	322	350	200	-	-	-	150	-	-	-	
	(iii) Students who cleared competitive exams – Civil Services, Judiciary etc.	15	15	-	-	7	-	8	-	-	-	
	(iv) Others	23	25	4	-	7	-	7	-	7	-	
	(A) Research											
	(i) Papers published in UGC listed journals	683	700	90	-	235	-	110	-	265	-	
	(ii) Research Projects sanctioned / completed	13	15	3	-	5	-	5	-	2	-	Sanctioned projects
5.	(B) Others											
	(i) Books / Chapters	31	35	9	-	9	-	9	-	8	-	Includes Scopus and edited volumes
	(ii) Policy Reports	3	3	0	-	1	-	1	-	1	-	
	(iii) Invited lectures / seminars (only Foreign Universities)	35	50	12	-	13	-	13	-	12	-	Due to COVID'19 target could not be achieved. (Conducted

												through webinars)
6.	Amount of Research Grant											
	(i) Extra-mural funding (Rs. in crore).	12.37	14.0	3.5	-	3.5	-	3.5	-	3.5	-	
	(ii) Consultancy (Lakhs)	19.24	25.0	6.25	-	6.25	-	6.25	-	6.25	-	
	(A) Patents											
	(i) Filed	4	4	1	-	1	-	1	-	1	-	
	(ii) Awarded	2	2	0	-	1	-	1	-	0	-	
	(B) Exceptional International Awards / Honours	5	5	1	-	1	-	2	-	1	-	
8.	Co-curricular and Extra-curricular Awards (Sports, extension activities etc.)	15	10	1	-	3	-	3	-	3	-	Due to COVID many such activities not conducted.
	Governance											
9.	(i) Digitalization of Administration (list the items such as students enrollment, Administration etc.)	<ul style="list-style-type: none"> • SAMS • RAMS • Project Cell Automation • Faculty Leave Management • Biometric attendance • Alumni Portal initiated • Migration to NKN • Online Students fee & Hostel fee • Online Entrance Examination • Online Pay Slip • Online Income tax assessment 	<ul style="list-style-type: none"> • SAMS • RAMS • Project Cell Automation • Faculty Leave Management • Biometric attendance • Alumni Portal initiated • TC Digitalization through SAMS • Online Entrance Examination • PG admission done through online. • Online Students fee & Hostel fee • Online Ph.D., Admission. • Online Application for Admissions - Community College at Lawspet, Puducherry • Online terminal / semester examination, internal examination, evaluation, announcement of results • E-Genuineness verification • Migration to NKN 									

	<ul style="list-style-type: none"> • TC Digitalization through SAMS • Online recruitment portal • Online service complaints • E-Genuineness verification • PG admission done through online. • Online Counselling • Video conferencing equipment's facilities • Uploading course materials through SAMS • Online internal exam Evaluation • Online Ph.D Admission. • Installation of video conference facilities • CAS interviews through online • Appointed Nodal officer for Tripartite MoU • Many academic activities made online through the PU-SAMS/RAMS • Online Application for Admissions - Community College at Lawspet, Puducherry • Webinars conducted in all the departments • Online terminal/semester examination, internal examination, evaluation, announcement of results. • Separate policy guidelines for research and consultancy activities 	<ul style="list-style-type: none"> • Online Pay Slip • Online Income tax assessment • Online recruitment portal • Online complaints for Civil / Electrical / Sanitary issues. • Video conferencing equipment's facilities • Installation of video conference facilities • CAS interviews through online • Appointed Nodal officer for Tripartite MoU • Appointment of Nodal Officer and Deputy Nodal Officer for all University Ranking formats. • Webinars conducted in all the departments • Pension payments. • Samarth ERP. • Remote access to University Library resources. • Separate policy guidelines for research and consultancy activities in the campus • SOP for MoUs digitized 	
--	--	---	--

	<ul style="list-style-type: none"> in the campus • Online Recruitment portal • SOP for MoUs digitized 		
(ii) Cashless Transaction (list the items such as students' fees, salary etc.)	<ul style="list-style-type: none"> • Salary remittance • Scholarship • Other University payments • Salary and pension remittance • Application /Examination fees • Scholarship/fellowships • Application fees from recruitment portal • Other University payments 	<ul style="list-style-type: none"> • Salary remittance • Pension remittance • Admission Fees • Examination fees • Scholarship/fellowships remittance • Other University payments 	
(iii) Online Education	<ul style="list-style-type: none"> • Internal Exam through online. • Conduct of Debate/Quiz Program • Participation in Hackathon • Online assignment Submission. • Social media Interaction. • Online Ph.D Viva/synopsis • Online DC Meeting • Translation of 14 MOOCs (11 UG and 3 PG) on various subjects in regional languages as per MHRD and UGC directives. • Access to Online Teaching/Learning to all faculty, students and 	<ul style="list-style-type: none"> • Internal Exams. • Conduct of Debate/Quiz Program • Participation in Hackathon • Assignment Submission. • Social media Interaction. • Ph.D Viva/synopsis • DC Meeting • Translation of MOOCs (UG and PG) on various subjects in regional languages as per MHRD and UGC directives. • Access to Online Teaching/Learning to all faculty, students and scholars • G-suit Email accounts to all Faculty, Officers, Staff, Students and Scholars • Students attending Courses in Swayam platform and other online learning platforms. 	

		<p>scholars</p> <ul style="list-style-type: none"> • G-suit Email accounts to all Faculty, Officers, Staff, Students and Scholars • Students attending Courses in Swayam platform. • About 300 webinars conducted 		
	<p>(iv) Setting up of Grievance Redressal Mechanism (both online and offline)</p>	<ul style="list-style-type: none"> • Grievance Redressal mechanism both online & offline. • Tele counselling for the students during covid-19 pandemic • Established Covid-19 cell headed by Dean to address the issues faced by students and scholars • Established special committee to offer psychological counselling to student, scholar and teachers during covid-19 period to keep their mental health intact. • Mental health awareness and counselling program/webinars/campaign organized for students, staff and public in association with National mission. • Addressing Grievances of Differently Abled Students during the COVID-19 lock down period. 	<ul style="list-style-type: none"> • Grievance Redressal mechanism both online & offline. • Established Covid-19 cell headed by Dean to address the issues faced by students and scholars • Established special committee to offer psychological counselling to student, scholar and teachers during covid-19 period to keep their mental health intact. • Mental health awareness and counselling program/webinars/campaign organized for students, staff and public in association with National mission. • Addressing Grievances of Differently Abled Students during the COVID-19 lock down period. • Tele counselling for the students during covid-19 pandemic • Tele counselling for the single women during covid-19 pandemic 	

	Finance and Expenditure										
10.	(i) Utilization of funds received from UGC(Rs. in crore)	165.98	185.00	46.25	-	46.25	-	46.25	-	46.25	-
	(ii) Other sources	36.35	36.35	9	-	9	-	9.35	-	9	-
	Finance :										
11.	(i) Internal resources to total budget(crores)	19.36	40.0	10	-	10	-	10	-	10	-
	(ii) Corpus Funds (Rs. in crore)	47.00	52.0	13	-	13	-	13	-	13	-
	(iii) Support from Alumni (laks)	0.11	5.0	0	-	1	-	2	-	2	-
12	RANKING										
	(i) NIRF (Overall)	81	75								
	(ii) NIRF Ranking (Discipline)-University	58	53								
	(iv)Times Higher Education (THE)/ QS World/BRICS/Asia Ranking, as applicable	201-250	201-250								
	QS Rankings	51-55									
	QS India	51-55	51-55								
	QS BRICS	211-220	211-220								
	QS Asia Ranking	301-350	301-350								
	QS World University Rankings	801-1000	801-1000								
	Times Higher Education World University Rankings	801-1000	801-1000								
	Young University Rankings	201-250	201-250								
	University Impact Rankings	201-300	201-300								
	(iv) NAAC*	A Grade with CGPA of 3.10									valid up to 2024

Contribution to the Local Society - Activities Organized												
13.	(i) Village Adoption	-	1	0	-	0	-	1	-	0	-	Due to COVID field work could not be undertaken
	(ii) School Adoption	7	7	0	-	2	-	3	-	2	-	Due to COVID field work could not be undertaken
	(iii) College Adoption	2	2	0	-	1	-	1	-	0	-	Due to COVID field work could not be undertaken
	(iv) University Adoption	-	-									
	(v) Blood Donation Camp	-	-									Due to COVID field work could not be undertaken
	(vi) Legal Aid Camp	-	2	0	-	1	-	1	-	0	-	Due to COVID field work could not be undertaken
Amount spent		-										
14. Participation in Government Campaigns												
	i. Unnat Bharat Abhiyan	-	-									Due to COVID field work could not be undertaken
	ii. Ek Bharat Shreshth Bharat Campaign	-	-									Due to COVID field work could not be undertaken
	iii. Fit India movement Campaign	-	-									Due to COVID field work could not be undertaken
	iv. Constitution (Fundamental Duties) Campaign	-	2	0	-	1	-	1	-	0	-	Due to COVID field work could not be undertaken
	v. Swachh Bharat Abhiyan	-	-									Due to COVID field work could not be undertaken
15 Steps taken to Improve Health Facilities												
	i. Physical Health	4	6	2	-	2	-	1	-	1	-	
	ii. Mental Health	10	12	3	-	3	-	3	-	3	-	
16 Disaster Management Capacity Building												
	i. Fire	-	-									
	ii. Flood	-	-									
	iii. Earthquake	-	-									
	iv. Any other	31	32	8	-	8	-	8	-	8	-	• 28 students

												involvement in Tsunami Disaster Prevention Mock Drill • Covid-19 Awareness programme
17	Status of Statutory Positions:											
	(i) Registrar	Filled*	Filled*									*Selection process completed.
	(ii) Finance Officer	Filled*	Filled*									
	(iii) Controller of Exams.	Filled*	Filled*									
(iv) Librarian	Filled*	Filled*										

*Incharge arrangement made

2021.140.12

TO RATIFY THE AWARD OF MACP TO OFFICERS/EMPLOYEES IN THE CADRES OF GROUP “A” AND “B&C” POSTS

The details of the MACP/DACP Screening Committee meetings held and recommendations made therein are furnished hereunder:

I - MINUTES DATED 06.12.2019 :

The MACP Screening Committee in its meeting held on 06.12.2019 has considered and scrutinized the service records of **11 (eleven)** Officers for award of financial upgradation under MACP Scheme in the cadre of Group ‘A’ posts and DACP Scheme to the Medical Officers.

Further the MACP Screening Committee in its meeting held on 06.12.2019 has also considered and scrutinized the service records of **14 (fourteen)** Non-Teaching employees for award of financial upgradation under MACP Scheme in the cadre of Group ‘B&C’ posts. **[ENCLOSURE-II]**.

Based on the recommendation of the Screening Committee and approval accorded by the University Authorities, MACP was awarded to the **7 (seven)** eligible officers/employees as detailed below:

- i. It has recommended the award of MACP to the **7 (seven)** Officers/employees and accordingly MACP order was issued vide Officer Order No.135 (PU/ESTT/NT-9/MACP/VII/2(i)/2020-21/47 dated 20-07-2020 to them as detailed below:

S. No.	Name of the Officer/ employee & Designation Shri / Ms.	Financial upgradation awarded under MACP		Nature of Financial upgradation (1 st MACP/ 2 nd MACP/ 3 rd MACP)
		Pay Band with upgraded Grade Pay (pre-revised)	Date of Effect	
(1)	(2)	(3)	(4)	(5)
1.	Marie Stanislas Ashok Systems Manager	` 37400-67000/- + G.P. ` 8900/-	25.11.2014	II-MACP
2.	M. Sundaramohan Information Officer	` 15600-39100/- + G.P. ` 6600/-	30.07.2014	II-MACP
3.	K. Anbazhagan Assistant	`5200-20200/- + G.P. `2000/-	01.01.2015 to 29.02.2016	II-MACP
4.	R. Gayathri Senior Assistant	`9300-34800/- + G.P. `4600/-	15.10.2019	I-MACP
5.	S. Aravalli Office Attendant	`5200-20200/- + G.P. `2000/-	08.10.2019	II-MACP
6.	K. Seethalakshmi Office Attendant	`5200-20200/- + G.P. `2000/-	08.10.2019	II-MACP
7.	P. Subramani @ Kadirvel Horticulture Attendant	`5200-20200/- + G.P. `2400/-	01.09.2018	III-MACP

- ii. It has recommend to issue order to Shri M. Selvaraj, Junior Assistant, for the award of MACP after his due date of eligibility, subject to approval of the Minutes of the Confidential Report Review Committee by Vice-Chancellor:

i.	M. Selvaraj Junior Assistant	II-MACP	15.11.2019	`5200-20200/- + G.P. `2000/-
----	---------------------------------	---------	------------	------------------------------

- iii. It was unable to consider the following cases (**17 nos.**) because of the reasons given in the remarks. However, the Committee felt that the employees at sl.no.10 to 17 may be awarded from the date of clearance of the cases in which the respective employees are involved.

Sl.No.	Name of the Officers/ employees & Designation Shri / Smt.	Remarks
1.	S. Ramasamy Technical Officer Grade-I (Retired on 30.11.2018)	Due to non-availability of APAR i.e. 2013-14 & 2015-16)
2.	P. Thillaimani Technical Officer Grade-I (Retired on 31.01.2019)	Matter is Sub-Judice.
3.	R. Manivannan Horticulturist	Due to non-availability of APAR i.e. 2012-13.
4.	K. Palanivel Systems Analyst	Due to non-availability of APAR i.e.2014-15, 2015-16, 2016-17 & 2017-18.
5.	Z. Olirvel Computer/Information Scientist	Due to non-availability of APAR i.e. 2011-12, 2012-13 & 2013-14.
6.	P. Kasirajan Technical Officer Grade-II	Due to non-availability of APAR i.e.2009-10, 2010-11, 2011-12, 2012-13 & 2013-14 and court case.
7.	N. Sankaramourthy Executive Engineer	Due to non-availability of APAR i.e. 2015-16 and also Audit Objection on award of pay scale.
* 8.	Dr. Sheela Das Chief Medical Officer	Matter is Sub-Judice.
* 9.	Dr. S. Makalakshmi Senior Medical Officer	Due to non-availability of APAR i.e. 2011-12 & 2012-13.
10.	V. Tamizhselvan Assistant	Criminal case pending
11.	G. Mandjiny Assistant	Criminal case pending
12.	P. Muthusamy Junior Assistant	Criminal case pending
13.	K. Madivanane Junior Assistant	Criminal case pending
14.	S. Anbarasan Junior Field Assistant	Criminal case pending
15.	G. Selvarassu Horticulture Attendant	Criminal case pending
16.	R. Subramanian Horticulture Attendant	Criminal case pending
17.	S. Chinnadurai Technician Grade-II	Criminal case pending

* Consider for DACP.

II - MINUTES DATED 10.03.2020 :

The MACP Screening Committee in its meeting held on 10.03.2020 has considered and scrutinized the service records of **11 (Eleven)** Non-Teaching employees for award of financial upgradation under MACP Scheme in the cadre of Group 'B & C' posts **[ENCLOSURE-II]**.

Based on the recommendation of the Screening Committee and approval accorded by the University Authorities, MACP was awarded to the **10 (Ten)** eligible employees as detailed below:

- i. It has recommended the award of MACP to the **10 (Ten)** employees and accordingly MACP order was issued vide Officer Order No.64 (PU/ESTT/NT-9/MACP/VII/4/2020-21/46 dated 28-07-2020 to them as detailed below:

S. No.	Name of the employee & Designation Shri / Smt. / Ms.	Financial upgradation awarded under MACP		Nature of Financial upgradation (1 st /2 nd /3 rd MACP)
		Pay Band with upgraded Grade Pay (pre-revised)	Date of Effect	
(1)	(2)	(3)	(4)	(5)
1.	N. Subramanian Senior Assistant	`9300-34800/- + G.P. `4600/-	01.09.2017	III-MACP
2.	K. Bushnamurthy Senior Assistant	`9300-34800/- + G.P. `4600/-	10.08.2017	III-MACP
3.	P. Pandian Senior Assistant	`9300-34800/- + G.P. `4600/-	22.06.2017	III-MACP
4.	P. Baskaran Senior Assistant (Retired on 31.03.2020)	`9300-34800/- + G.P. `4600/-	19.08.2017	III-MACP
5.	B. Kanchana Senior Assistant	`9300-34800/- + G.P. `4600/-	01.09.2017	III-MACP
6.	T. Kalaiyarasi Senior Assistant	`9300-34800/- + G.P. `4600/-	10.06.2017	III-MACP
7.	P. Sivakami Senior Assistant (Retired on 30.04.2020)	`9300-34800/- + G.P. `4600/-	10.06.2017	III-MACP
8.	N. Ilamparithi Senior Assistant	`9300-34800/- + G.P. `4600/-	01.09.2017	III-MACP
9.	D. Ramalingam Senior Assistant (Retired on 31.01.2019)	`9300-34800/- + G.P. `4600/-	01.09.2017	III-MACP
10.	J. Tamizmathi Personal Assistant	`5200-20200/- + G.P. `2800/-	30.07.2014 to 30.12.2014	II-MACP

- ii. It was unable to consider the following case **(1 no.)** because of the reasons given in the remarks:

- However, the Committee felt that the employee may be awarded from the date of clearance of criminal proceedings against him.

Sl.No.	Name of the Officers Shri / Smt.	Remarks
1.	M. Segar Personal Assistant	Criminal case pending

III - MINUTES DATED 18.03.2020 :

The MACP Screening Committee in its meeting held on 18.03.2020 has also considered and scrutinized the service records of **22 (Twenty Two)** Non-Teaching employees for award of financial upgradation under MACP Scheme in the cadre of Group 'B & C' posts **[ENCLOSURE-III]**.

Based on the recommendation of the Screening Committee and approval accorded by the University Authorities, MACP was awarded to the **3 (Three)** eligible employees as detailed below:

- i. It has recommended the award of MACP to the **3 (Three)** employees and accordingly MACP order was issued vide Officer Order No.64 (PU/ESTT/NT-9/MACP/VII/4/2020-21/46 dated 28-07-2020 to them as detailed below:

S. No.	Name of the employee & Designation Shri / Smt. / Ms.	Financial upgradation awarded under MACP		Nature of Financial upgradation (1 st /2 nd /3 rd MACP)
		Pay Band with upgraded Grade Pay (pre-revised)	Date of Effect	
1.	M. Sellappan Junior Technician	`5200-20200/- + G.P. `2000/-	03.12.2013	II-MACP
2.	E. Ponnusamy Junior Technician	`5200-20200/- + G.P. `2000/-	03.12.2013	II-MACP
3.	B. Mani Junior Technician (Retired on 30.04.2019)	`5200-20200/- + G.P. `2000/-	03.12.2013	II-MACP

- ii. It was unable to consider the following cases (**19 nos.**) because of the reasons given in the remarks:

- The Committee was informed that an Enquiry Committee (a High Level Committee) has been constituted to enquire into the incident that took place on 19-04-2016 in the Chamber of the Finance Officer and hence the Committee decided to defer the cases at sl.no.1 to 5 till the outcome of the enquiry is known.
- The Committee also decided to defer the cases at sl.no.6 to 8.
- Since the employees at sl.no.9 to 19 have already been awarded financial upgradation by skipping one level prior to the eligibility and the Committee recommended that they are not eligible for award of MACP.

Sl.No.	Name of the Officers Shri / Smt.	Remarks
1.	R. Rajalakshmi Senior Assistant	DEFERRED (Till the outcome of the enquiry of High Level Committee)

2.	T. Sarasu Senior Assistant	--do--
3.	D. Vasugi Senior Assistant	--do--
4.	V. Mandjiny Senior Assistant	--do--
5.	R. Kichettane Senior Assistant	--do--
6.	R. Parassouramane Senior Assistant	DEFERRED
7.	P. Rajeswari Senior Assistant	--do--
8.	S. Tamilkodi Senior Assistant	--do--
9.	Sivakozhundu @ Jayaraman Technical Assistant (Electrical)	NOT ELIGIBLE
10.	V. Nagamuthu Technical Assistant (Electrical)	--do--
11.	R. Jayamurthy Technical Assistant (Electrical)	--do--
12.	C. Sankar Technical Assistant (Electrical)	--do--
13.	M. Murugan Technican (Electrical)	--do--
14.	C. Selvame Technician (Electrical)	--do--
15.	D. Mounissamy Technician (Civil) (Retired on 30.09.2019)	--do--
16.	K. Eganadane Technician (Civil)	--do--
17.	R. Mohan Technician (Civil)	--do--
18.	R. Anbalagan Technician (Electrical) (Retired on 31.08.2016)	--do--
19.	V. Ramkumar Professional Assistant	--do--

IV - MINUTES DATED 21.05.2020 :

The MACP Screening Committee for Group 'A' post in its meeting held on 21.05.2020 has considered and scrutinized the service record of Dr. R. Manivannan for award of financial upgradation under MACP Scheme **[ENCLOSURE-IV]**.

The Committee noted that in the MACP meeting held on 06.12.2019 the cases of some of the Group 'A' Officers were not considered for award of MACP due to non-availability of APARs for some years. As Dr. R. Manivannan is due for superannuation on 31st May, 2020 his case for award of MACP was taken up. Dr. R. Manivannan's APAR for the period

2012-13 was not available but the APAR's for the rest of the period was available. Hence, it was decided to take the APAR's of the previous years as per rules.

Further based on the recommendation of the Screening Committee and approval accorded by the University Authorities, MACP was awarded to Dr. R. Manivannan as detailed below:

- Dr R. Manivannan has got two promotions from the date of his absorption in 01.07.1990. However he was on deputation to the University from 01.04.1989. Considering the period of deputation, the 30 years falls on 01.04.2019.
- After perusing the necessary records including his "Service Register" it has recommended for award of MACP w.e.f 01.04.2019 the date on which he completing 30 years of service, by taking into account the deputation period.
- Accordingly MACP order was issued vide Officer Order No.42 (PU/ESTT/NT-9/MACP/2020-21/18 dated 03-06-2020 to him as detailed below:

S. No.	Name of the Officer & Designation	Financial upgradation awarded under MACP		Nature of Financial upgradation (1 st MACP/ 2 nd MACP/ 3 rd MACP)
		Pay Level in the Pay Matrix	Date of Effect	
(1)	(2)	(3)	(4)	(5)
1.	Dr. R. Manivannan Horticulturist (Retired on 31.05.2020)	Level-12	01.04.2019	III-MACP

Submitted for ratification of the Executive Council.

ENCLOSURE-I

MINUTES OF THE SCREENING COMMITTEE HELD ON 06-12-2019 AT 11.00 A.M. IN THE OFFICE OF THE REGISTRAR FOR AWARD OF FINANCIAL UPGRADATION UNDER MODIFIED ASSURED PROGRESSION SCHEME (MACP) TO THE NON-TEACHING OFFICERS IN THE CADRES OF GROUP 'A' AND DYNAMIC ASSURED CAREER PROGRESSION SCHEME (DACP) TO THE MEDICAL OFFICERS OF PONDICHERRY UNIVERSITY, PUDUCHERRY

The following members of the Screening Committee (MACP) were present in the meeting :-

1. **Dr. B. Chithra** --- Chairperson
Registrar (i/c)
Pondicherry University
2. **Dr. Amaresh Samantaraya** --- Member
Finance Officer (i/c)
Pondicherry University
3. **Prof. D. Lazar** --- Member
Controller of Examination (i/c)
Pondicherry University
4. **Prof. G.L. Bhalla** --- External Member
Professor of Delhi University (Retd.,)
34/3123, Pitampura Karol Bagh
New Delhi - 110 005
5. **Dr. P. Muralidassan** --- Member
Deputy registrar (Admn.)
Pondicherry University

The Committee met in the Office of the Registrar on 06-12-2019 at 11.00 A.M. At the outset the Chairperson welcomed the members of the committee.

MACP:

The Committee was informed about the MACP guidelines along with the clarification issued by the Govt. of India vide DoPT O.M.No.35034/3/2008-Estt.(D) dated 19.05.2009.

DACP:

The Committee was also informed about the DACP guidelines along with the clarification issued by the UGC vide No.F.30-9/99(CU) dated 20.01.2003.

A list of 11 (Eleven) Officers in the prescribed format, showing details of APAR Grading/Vigilance/Integrity for the award of financial upgradation under MACP scheme to Group 'A' post and DACP Scheme to Medical Officer post was presented before the Committee (ANNEXURE-I).

P. Chithra *B. Amaresh* *D. Lazar* *G.L. Bhalla* *P. Muralidassan* *21/12/19*

-2-

The Committee after perusing the statement showing the APAR grading/Vigilance Clearance and Integrity for the award of financial upgradation under MACP / DACP Scheme took the following decisions.

I. The Committee has recommended the award of MACP to the 2 (two) Officers as per ANNEXURE-II.

II. The Committee is unable to consider the cases (9 nos.) in the Annexure-III because of the reasons given in the remarks.

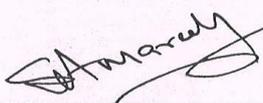
The DR (Admn.) was asked to provide complete and correct recorded information failing which the meeting of the Committee may not be held as incomplete/incorrect information create confusion and consequently lot of time is wasted.

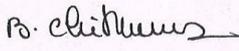
The Meeting was concluded with the vote of thanks to the Chairperson.


(P. MURALIDASSAN)


(G.L. BHALLA)


(D. LAZAR)


(AMARESH SAMANTARAYA)


(B. CHITHRA)

ANNEXURE-I

Name of the Officers to be considered for the award of financial upgradation:

S.No.	Name & Designation of the Officer Shri / Smt.	APAR Benchmark	Financial upgradation and Date from which it is due		Pay to which, financial upgradation is granted (pre-revised)
			ACP (A) / MACP (M)	Date of Effect	
1.	S. Ramasamy Technical Officer Grade-I (Retired on 30.11.2018)	---	III-MACP	09.10.2018	` 37400-67000/- + G.P. ` 8700/-
2.	P. Thillaimani Technical Officer Grade-I (Retired on 31.01.2019)	---	II-MACP	09.09.2010	` 15600-39100/- + G.P. ` 7600/-
3.	N. Sankaramourthy Executive Engineer Engineering Wing	---	III-MACP	14.08.2016	` 15600-39100/- + G.P. ` 7600/-
4.	R. Manivannan Horticulturist Horticulture Wing	---	III-MACP	26.07.2016	` 15600-39100/- + G.P. ` 7600/-
5.	Marie Stanislas Ashok Systems Manager Computer Centre	Very Good	II-MACP	25.11.2014	` 37400-67000/- + G.P. ` 8900/-
6.	K. Palanivel Systems Analyst Computer Centre	---	III-MACP	06.11.2018	` 15600-39100/- + G.P. ` 7600/-
7.	M. Sundaramohan Information Officer Centre for Bio-Informatics	Very Good	II-MACP	30.07.2014	` 15600-39100/- + G.P. ` 6600/-
8.	Z. Olirvel Computer/Information Scientist Central Library	---	II-MACP	26.06.2015	` 15600-39100/- + G.P. ` 7600/-
9.	P. Kasirajan Technical Officer Grade-II Central Instrumentation Facility	---	II-MACP	20.10.2014	` 37400-67000/- + G.P. ` 8900/-
10.	Dr. Sheela Das Chief Medical Officer Health Centre	---	III-DACP	05.04.2011	` 14300-18000- 37400/- + G.P. ` 8700/-
11.	Dr. S. Makalakshmi Senior Medical Officer Health Centre	---	II-DACP	14.09.2014	` 15600-39100/- + G.P. ` 7600/-

R. D. Datta

P. S. Srinivasan *B. S. Srinivasan* *S. Srinivasan* *S. Srinivasan*

P. S. Srinivasan

ANNEXURE-II

Name of the Officers who are recommended for the award of financial upgradation

S.No.	Name & Designation of the Officer	APAR Benchmark	Financial upgradation and Date from which it is due		Pay to which, financial upgradation is granted (pre-revised)
			ACP (A) / MACP (M)	Date of Effect	
1.	Marie Stanislas Ashok Systems Manager Computer Centre	Very Good	II-MACP	25.11.2014	37400-67000/- + G.P. 8900/-
2.	M. Sundaramohan Information Officer Centre for Bio-Informatics	Very Good	II-MACP	30.07.2014	15600-39100/- + G.P. 6600/-

R. S. Kumar

R. S. Kumar

S. S. S. S.

S. S. S. S.

S. S. S. S.

S. S. S. S.

ANNEXURE-III

Name of the Officers who are not considered for the award of financial upgradation:

Sl.No.	Name of the Officers <i>Shri / Smt.</i>	Remarks
1.	S. Ramasamy Technical Officer Grade-I (Retired on 30.11.2018)	Due to non-availability of APAR i.e. 2013-14 & 2015-16)
2.	P. Thillaimani Technical Officer Grade-I (Retired on 31.01.2019)	Matter is Sub-Judice.
3.	R. Manivannan Horticulturist	Due to non-availability of APAR i.e. 2012-13.
4.	K. Palanivel Systems Analyst	Due to non-availability of APAR i.e. 2014-15, 2015-16, 2016-17 & 2017-18.
5.	Z. Olirvel Computer/Information Scientist	Due to non-availability of APAR i.e. 2011-12, 2012-13 & 2013-14.
6.	P. Kasirajan Technical Officer Grade-II	Due to non-availability of APAR i.e. 2009-10, 2010-11, 2011-12, 2012-13 & 2013-14 and court case.
7.	N. Sankaramourthy Executive Engineer	Due to non-availability of APAR i.e. 2015-16 and also Audit Objection on award of pay scale.
8.	Dr. Sheela Das Chief Medical Officer	Matter is Sub-Judice.
9.	Dr. S. Makalakshmi Senior Medical Officer	Due to non-availability of APAR i.e. 2011-12 & 2012-13.

P. C. Vidya

T. Anand

P. S. S. S. S.

MINUTES OF THE SCREENING COMMITTEE HELD ON 06-12-2019 AT 11.00 A.M. IN THE OFFICE OF THE REGISTRAR FOR AWARD OF FINANCIAL UPGRADATION UNDER MODIFIED ASSURED PROGRESSION SCHEME (MACP) TO THE NON-TEACHING EMPLOYEES OF PONDICHERRY UNIVERSITY, PUDUCHERRY, IN THE CADRES OF GROUP 'B', 'C' AND ERSTWHILE GROUP 'D' POSTS

The following members of the Screening Committee (MACP) were present in the meeting :-

1. **Dr. B. Chithra** --- Chairperson
Registrar (i/c)
Pondicherry University
2. **Dr. Amaresh Samantaraya** --- Member
Finance Officer (i/c)
Pondicherry University
3. **Prof. D. Lazar** --- Member
Controller of Examination (i/c)
Pondicherry University
4. **Prof. G.L. Bhalla** --- External Member
Professor of Delhi University (Retd.,)
34/3123, Pitampura Karol Bagh
New Delhi - 110 005
5. **Dr. P. Muralidassan** --- Member
Deputy registrar (Admn.)
Pondicherry University

The Committee met in the Office of the Registrar on 06-12-2019 at 11.00 A.M. At the outset the Chairman welcomed the members of the committee.

The Committee was informed about the MACP guidelines along with the clarification issued by the Govt. of India vide DoPT O.M.No.35034/3/2008-Estt.(D) dated 19.05.2009.

A list of 14 (**fourteen**) incumbents in the prescribed format, showing details of APAR Grading/Vigilance/Integrity for the award of financial upgradation under MACP scheme to Group 'B', 'C' and erstwhile Group 'D' was presented before the Committee (ANNEXURE-I).

The Committee after perusing the statement showing the APAR grading/Vigilance Clearance and Integrity for the award of financial upgradation under MACP Scheme took the following decisions.

B. Chithra

Amaresh

D. Lazar

G.L. Bhalla

1/4

..2/-

1/3

I. The Committee has recommended the award of MACP to the 5 (five) employees as per ANNEXURE-II.

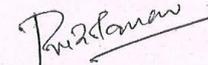
II. Further the Committee recommended to issue order to Shri M. Selvaraj, Junior Assistant, for the award of MACP after his due date of eligibility, subject to approval of the Minutes of the Confidential Report Review Committee by Vice-Chancellor:

1.	M. Selvaraj Junior Assistant	II-MACP	15.11.2019	'5200-20200/- + G.P. '2000/-
----	---------------------------------	---------	------------	---------------------------------

III. The Committee is unable to consider the cases of 8 (eight) employees (ANNEXURE-III) because of the reasons given in the remarks. However, the Committee felt that these employees may be awarded from the date of clearance of the cases in which the respective employees are involved.

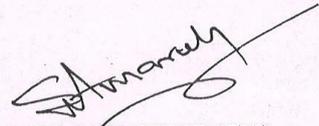
The DR (Admn.) was asked to provide complete and correct recorded information failing which the meeting of the Committee may not be held as incomplete/incorrect information create confusion and consequently lot of time is wasted.

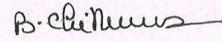
The Meeting was concluded with the vote of thanks to the Chairperson.


(P. MURALIDASSAN)


(G.L. BHALLA)


(D. LAZAR)


(AMARESH SAMANTARAYA)


(B. CHITHRA)

2/14 (1)

ANNEXURE-I

Name of the employees to be considered for the award of financial upgradation:

S.No.	Name & Designation of the employee Shri / Smt. / Ms.	APAR Benchmark	Financial upgradation and Date from which it is due		Pay to which, financial upgradation is granted (pre-revised)
			ACP (A) / MACP (M)	Date of Effect	
1.	V. Tamizhselvan Assistant Examination Wing	---	III-MACP	07.10.2017	'5200-20200/- + G.P. '2800/-
2.	G. Mandjiny Assistant Examination Wing	---	III-MACP	27.01.2017	'5200-20200/- + G.P. '2800/-
3.	K. Anbazhagan Assistant Department of Management Studies	Very Good	II-MACP	01.01.2015 to 29.02.2016	'5200-20200/- + G.P. '2000/-
4.	R. Gayathri Senior Assistant Establishment (NT) Section	Very Good	I-MACP	15.10.2019	'9300-34800/- + G.P. '4600/-
5.	P. Muthusamy Junior Assistant Dept. of Social Work	---	III-MACP	27.01.2017	'5200-20200/- + G.P. '2400/-
6.	K. Madivanane Junior Assistant Dept. of Sociology	---	III-MACP	11.01.2017	'5200-20200/- + G.P. '2400/-
7.	M. Selvaraj Junior Assistant Dept. of Physical Edn. & Sports		II-MACP	15.11.2019	'5200-20200/- + G.P. '2000/-
8.	S. Anbarasan Junior Field Assistant Horticulture Wing	---	III-MACP	01.09.2018	'5200-20200/- + G.P. '2400/-
9.	S. Aravalli Office Attendant Dept. of Social Work	Very Good	II-MACP	08.10.2019	'5200-20200/- + G.P. '2000/-
10.	K. Seethalakshmi Office Attendant Dept. of Social Work	Very Good	II-MACP	08.10.2019	'5200-20200/- + G.P. '2000/-
11.	G. Selvarassu Horticulture Attendant Dept. of French	---	III-MACP	01.09.2018	'5200-20200/- + G.P. '2400/-
12.	P. Subramani @ Kadirvel Horticulture Attendant Electrical Wing	Very Good	III-MACP	01.09.2018	'5200-20200/- + G.P. '2400/-
13.	R. Subramanian Horticulture Attendant Electrical Wing	---	III-MACP	01.09.2018	'5200-20200/- + G.P. '2400/-
14.	S. Chinnadurai Technician Grade-II	---	II-MACP	01.08.2017	'9300-34800/- + G.P. '4600/-

Rudhman

Amaraly

Swan

Rudhman

B. Chinnurus

3/5

3

ANNEXURE-III

Name of the employees who are not considered for the award of financial upgradation:

Sl.No.	Name of the employee	Remarks
1.	V. Tamizhselvan Assistant	Criminal case pending
2.	G. Mandjiny Assistant	Criminal case pending
3.	P. Muthusamy Junior Assistant	Criminal case pending
4.	K. Madivanane Junior Assistant	Criminal case pending
5.	S. Anbarasan Junior Field Assistant	Criminal case pending
6.	G. Selvarassu Horticulture Attendant	Criminal case pending
7.	R. Subramanian Horticulture Attendant	Criminal case pending
8.	S. Chinnadurai Technician Grade-II	Criminal case pending

B. Chidambaram

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]
[Handwritten signature]

ENCLOSURE-II

MINUTES OF THE SCREENING COMMITTEE HELD ON 10-03-2020 AT 11.00 A.M. IN THE OFFICE OF THE REGISTRAR FOR AWARD OF FINANCIAL UPGRADATION UNDER MODIFIED ASSURED PROGRESSION SCHEME (MACP) TO THE NON-TEACHING EMPLOYEES OF PONDICHERRY UNIVERSITY, PUDUCHERRY, IN THE CADRES OF GROUP 'B' & 'C' POSTS

The following members of the Screening Committee (MACP) were present in the meeting :-

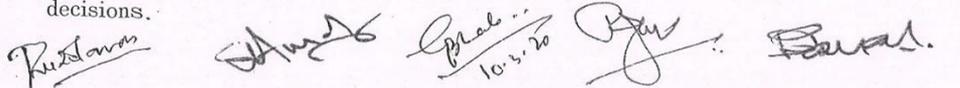
1. **Dr. B. Chithra** --- **Chairperson**
Registrar (i/c)
Pondicherry University
2. **Dr. Amaresh Samantaraya** --- **Member**
Finance Officer (i/c)
Pondicherry University
3. **Prof. D. Lazar** --- **Member**
Controller of Examination (i/c)
Pondicherry University
4. **Prof. G.L. Bhalla** --- **External Member**
Professor of Delhi University (Retd.,)
34/3123, Pitampura Karol Bagh
New Delhi - 110 005
5. **Prof. Rajeev Jain** --- **Special Invitee**
Director
Directorate of Culture and Cultural Relations
Pondicherry University
6. **Dr. P. Muralidassan** --- **Member**
Deputy registrar (Admn.)
Pondicherry University

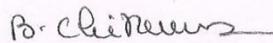
The Committee met in the Office of the Registrar on 10-03-2020 at 11.00 A.M. At the outset the Chairman welcomed the members of the committee.

The Committee was informed about the MACP guidelines along with the clarification issued by the Govt. of India vide DoPT O.M.No.35034/3/2008-Estt.(D) dated 19.05.2009.

A list of 11 (Eleven) incumbents in the prescribed format, showing details of APAR Grading/Vigilance/Integrity for the award of financial upgradation under MACP scheme to Group 'B' & 'C' was presented before the Committee (ANNEXURE-I).

The Committee after perusing the statement showing the APAR grading/Vigilance Clearance and Integrity for the award of financial upgradation under MACP Scheme took the following decisions.

 ...2/-





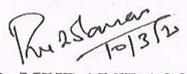
-2-

I. The Committee has recommended the award of MACP to the 10 (ten) employees as per ANNEXURE-II.

II. The Committee is unable to consider the case of 1 (one) employee (ANNEXURE-III) because of the reason given in the remarks. However, the Committee felt that the employee may be awarded from the date of clearance of criminal proceedings pending against him.

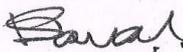
The Committee recommends to give "Certificate of Appreciation" to Smt. B. Kanchana, Senior Assistant, Examination Wing whose Annual Performance is consistently Outstanding for 5 years.

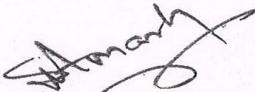
The Meeting was concluded with the vote of thanks to the Chairperson.

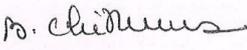

(P. MURALIDASSAN)


(RAJEEV JAIN)


(G.L. BHALLA)


(D. LAZAR)


(AMARESH SAMANTARAYA)


(B. CHITHRA)

(2)

ANNEXURE-I

Name of the employees to be considered for the award of financial upgradation:

S.No.	Name & Designation of the employee Shri / Smt. / Ms.	APAR Benchmark	Financial upgradation and Date from which it is due		Pay to which, financial upgradation is granted (pre-revised)
			MACP (M)	Date of Effect	
1.	N. Subramanian Senior Assistant Finance & Accounts Section	Very Good	III-MACP	w.e.f. 01.09.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
2.	K. Bushnamurthy Senior Assistant Examination Wing	Very Good	III-MACP	w.e.f. 10.08.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
3.	P. Pandian Senior Assistant Finance & Accounts Section	Very Good	III-MACP	w.e.f. 22.06.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
4.	P. Baskaran Senior Assistant Examination Wing	Very Good	III-MACP	w.e.f. 19.08.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
5.	B. Kanchana Senior Assistant Examination Wing	Very Good	III-MACP	w.e.f. 01.09.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
6.	T. Kalaiyarasi Senior Assistant Finance & Accounts Section	Very Good	III-MACP	w.e.f. 10.06.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
7.	P. Sivakami Senior Assistant Dept. of Mathematics	Very Good	III-MACP	w.e.f. 10.06.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
8.	N. Ilamparithi Senior Assistant Legal Cell	Very Good	III-MACP	w.e.f. 01.09.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
9.	D. Ramalingam Senior Assistant (Retired on 31.01.2019)	Very Good	III-MACP	w.e.f. 01.09.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
10.	J. Tamizmathi Personal Assistant Project Cell	Very Good	II-MACP	w.e.f. 30.07.2014 to 30.12.2014	₹5200-20200/- + G.P. ₹2800/-
11.	M. Segar Personal Assistant Finance & Accounts Section	---	II-MACP	w.e.f. 30.07.2014 to 30.12.2014	₹5200-20200/- + G.P. ₹2800/-

R. Subramanian
[Signature]
[Signature]
[Signature]
[Signature]
[Signature] B. Chinnus

ANNEXURE-II

Name of the employees who are recommended for the award of financial upgradation:

S.No.	Name & Designation of the employee Shri / Smt. / Ms.	APAR Benchmark	Financial upgradation and Date from which it is due		Pay to which, financial upgradation is granted (pre-revised)
			MACP (M)	Date of Effect	
1.	N. Subramanian Senior Assistant Finance & Accounts Section	Very Good	III-MACP	w.e.f. 01.09.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
2.	K. Bushnamurthy Senior Assistant Examination Wing	Very Good	III-MACP	w.e.f. 10.08.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
3.	P. Pandian Senior Assistant Finance & Accounts Section	Very Good	III-MACP	w.e.f. 22.06.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
4.	P. Baskaran Senior Assistant Examination Wing	Very Good	III-MACP	w.e.f. 19.08.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
5.	B. Kanchana Senior Assistant Examination Wing	Very Good	III-MACP	w.e.f. 01.09.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
6.	T. Kalaiyarasi Senior Assistant Finance & Accounts Section	Very Good	III-MACP	w.e.f. 10.06.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
7.	P. Sivakami Senior Assistant Dept. of Mathematics	Very Good	III-MACP	w.e.f. 10.06.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
8.	N. Ilamparithi Senior Assistant Legal Cell	Very Good	III-MACP	w.e.f. 01.09.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
9.	D. Ramalingam Senior Assistant (Retired on 31.01.2019)	Very Good	III-MACP	w.e.f. 01.09.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
10.	J. Tamizmathi Personal Assistant Project Cell	Very Good	II-MACP	w.e.f. 30.07.2014 to 30.12.2014	₹5200-20200/- + G.P. ₹2800/-

P. Subramanian *S. Aravind* *P. Subramanian* *P. Subramanian* *B. Subramanian*
10.11.2017

ANNEXURE-III

Name of the employee who is not considered for the award of financial upgradation:

S.No.	Name & Designation of the employee	Remarks
1.	M. Segar Personal Assistant Finance & Accounts Section	Criminal case pending

R. Soman

[Signature]

[Signature]
10.12.20

[Signature]

[Signature]

B. Chinnur

ENCLOSURE-III

MINUTES OF THE SCREENING COMMITTEE (SECOND SITTING) HELD ON 18-03-2020 AT 11.00 A.M. IN THE OFFICE OF THE REGISTRAR FOR AWARD OF FINANCIAL UPGRADATION UNDER MODIFIED ASSURED PROGRESSION SCHEME (MACP) TO THE NON-TEACHING EMPLOYEES OF PONDICHERRY UNIVERSITY, PUDUCHERRY, IN THE CADRES OF GROUP 'B' & 'C' POSTS

The following members of the Screening Committee (MACP) were present in the meeting :-

1. **Dr. B. Chithra** --- Chairperson
Registrar (i/c)
Pondicherry University
2. **Dr. Amaresh Samantaraya** --- Member
Finance Officer (i/c)
Pondicherry University
3. **Prof. D. Lazar** --- Member (Leave of Absence)
Controller of Examination (i/c)
Pondicherry University
4. **Prof. G.L. Bhalla** --- External Member
Professor of Delhi University (Retd.,)
34/3123, Pitampura Karol Bagh
New Delhi - 110 005
5. **Prof. Rajeev Jain** --- Special Invitee
Director
Directorate of Culture and Cultural Relations
Pondicherry University
6. **Dr. P. Muralidassan** Member
Deputy registrar (Admn.)
Pondicherry University

Prof. D. Lazar, Controller of Examinations(i/c) could not attend the meeting due to his pre-occupation.

The Committee met in the Office of the Registrar on 18-03-2020 at 11.00 A.M. At the outset the Chairman welcomed the members of the committee.

A list of 22 (Twenty Two) incumbents in the prescribed format, showing details of APAR Grading/Vigilance/Integrity for the award of financial upgradation under MACP scheme to Group 'B' & 'C' was presented before the Committee (ANNEXURE-I).

The Committee after perusing the statement showing the APAR grading/Vigilance Clearance and Integrity for the award of financial upgradation under MACP Scheme took the following decisions.

R. S. S. S.
14/3/20

R. S. S. S.

R. S. S. S.
18.3.20

R. S. S. S.

B. Chithra

..21-

7/6

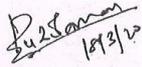
--2--

I. The Committee has recommended the award of MACP to the 3 (Three) employees as per ANNEXURE-II.

II. The Committee is unable to consider the cases of 19 (Nineteen) employees listed in ANNEXURE-III due to the following reasons:

- The Committee perused the APAR of all the 5 Senior Assistants. The Committee was informed that an Enquiry Committee (a High Level Committee) has been constituted to enquire into the incident that took place on 19-04-2016 in the Chamber of the Finance Officer and hence the Committee decided to defer the cases at sl.no.1 to 5 till the outcome of the enquiry is known.
- The Committee also decided to defer the cases at sl.no.6 to 8.
- Since the employees at sl.no.9 to 19 have already been awarded financial upgradation by skipping one level prior to the eligibility and the Committee recommended that they are not eligible for award of MACP.

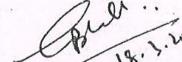
The Meeting was concluded with the vote of thanks to the Chairperson.



(P. MURALIDASSAN)



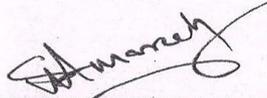
(RAJEEV JAIN)



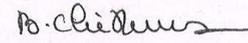
(G.L. BHALLA)

(Leave of Absence)

(D. LAZAR)



(AMARESH SAMANTARAYA)



(B. CHITHRA)

ANNEXURE-I

Name of the employees to be considered for the award of financial upgradation:

S.No.	Name & Designation of the employee Shri / Smt. / Ms.	APAR Benchmark	Financial upgradation and Date from which it is due		Pay to which, financial upgradation is granted (pre-revised)
			ACP (A) / MACP (M)	Date of Effect	
1.	R. Rajalakshmi Senior Assistant Affiliation Wing	---	III-MACP	w.e.f. 22.06.2018 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
2.	T. Sarasu Senior Assistant Establishment (T) Section	---	III-MACP	w.e.f. 01.09.2020 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
3.	D. Vasugi Senior Assistant School of Humanities	---	III-MACP	w.e.f. 01.09.2020 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
4.	V. Mandjiny Senior Assistant Department of Chemistry	---	III-MACP	w.e.f. 01.09.2020 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
5.	R. Kichettane Senior Assistant Finance & Accounts Section	---	III-MACP	w.e.f. 01.09.2020 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
6.	R. Parassouramane Senior Assistant Establishment (NT) Section	---	III-MACP	w.e.f. 01.09.2020 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
7.	P. Rajeswari Senior Assistant O/o. the Dean, Ramanujam School of Mathematical Sciences	---	III-MACP	w.e.f. 01.09.2020 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
8.	S. Tamilkodi Senior Assistant Academic Section	---	III-MACP	w.e.f. 10.06.2017 (on completion of 30 yrs)	₹9300-34800/- + G.P. ₹4600/-
9.	M. Sellappan Junior Technician Engineering Wing	Very Good	II-MACP	w.e.f. 03.12.2013 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2000/-
10.	E. Ponnusamy Junior Technician Electrical Wing	Very Good	II-MACP	w.e.f. 03.12.2013 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2000/-
11.	B. Mani Junior Technician (Retired on 30.01.2019)	Very Good	II-MACP	w.e.f. 03.12.2013 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2000/-
12.	Sivakozhundu @ Jayaraman Tech. Assistant (Electrical) Electrical Wing	---	II-MACP	w.e.f. 17.04.2015 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2800/-
13.	V. Nagamuthu Tech. Assistant (Electrical) Electrical Wing	---	II-MACP	w.e.f. 17.04.2015 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2800/-
14.	R. Jayamurthy Tech Assistant (Electrical) Electrical wing	---	II-MACP	w.e.f. 19.04.2015 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2800/-
15.	C. Sankar Tech Assistant (Electrical) Electrical Wing	---	II-MACP	w.e.f. 20.04.2015 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2800/-
16.	M. Murugan Technican (Electrical) Electrical wing	---	II-MACP	w.e.f. 03.12.2013 to 22.02.2016 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2000/-
17.	C. Selvame Technician (Electrical) Electrical Wing	---	II-MACP	w.e.f. 05.01.2014 to 22.02.2016 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2000/-

R. Sankar
18/12/19

[Signature]

[Signature]
18/12/19

[Signature] B. Chidambaram

3

	D. Mounissamy Technician (Civil) (Retired on 30.09.2019)	---	II-MACP	w.e.f. 03.12.2013 to 22.02.2016 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2000/-
19.	K. Eganadane Technician (Civil) Engineering Wing	---	II-MACP	w.e.f. 03.12.2013 to 22.02.2016 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2000/-
20.	R. Mohan Technician (Civil) Engineering Wing	---	II-MACP	w.e.f. 03.12.2013 to 22.02.2016 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2000/-
21.	R. Anbalagan Technician (Electrical) (Retired on 31.08.2016)	---	II-MACP	w.e.f. 17.04.2015 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2800/-
22.	V. Ramkumar Professional Assistant School of Humanities	---	III-MACP	Option 1: w.e.f. 28.07.2016 (or) Option 2: w.e.f. 24.06.2018	₹9300-34800/- + G.P. ₹4600/-

P. S. Kanna
1/11/22

R. S. Kanna

P. S. Kanna
1/11/22

P. S. Kanna

B. Chidambaram

(4)

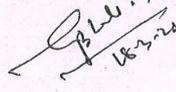
ANNEXURE-II

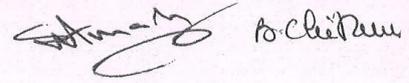
Name of the employees who are recommended for the award of financial upgradation:

S.No.	Name & Designation of the employee Shri	APAR Benchmark	Financial upgradation and Date from which it is due		Pay to which, financial upgradation is granted (pre-revised)
			ACP (A) / MACP (M)	Date of Effect	
1.	M. Sellappan Junior Technician Engineering Wing	Very Good	II-MACP	w.e.f. 03.12.2013 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2000/-
2.	E. Ponnusamy Junior Technician Electrical Wing	Very Good	II-MACP	w.e.f. 03.12.2013 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2000/-
3.	B. Mani Junior Technician (Retired on 30.04.2019)	Very Good	II-MACP	w.e.f. 03.12.2013 (on completion of 20 yrs)	₹5200-20200/- + G.P. ₹2000/-

R. S. Suman
10/12/20




18/12/20

 A. Chitra

5

ANNEXURE-III

Name of the employees who are not considered for the award of financial upgradation:

S.No.	Name & Designation of the employee Shri / Smt. / Ms.	Remarks
1.	R. Rajalakshmi Senior Assistant Affiliation Wing	DEFERRED (Till the outcome of the enquiry of High Level Committee)
2.	T. Sarasu Senior Assistant Establishment (T) Section	--do--
3.	D. Vasugi Senior Assistant School of Humanities	--do--
4.	V. Mandjiny Senior Assistant Department of Chemistry	--do--
5.	R. Kichettane Senior Assistant Finance & Accounts Section	--do--
6.	R. Parassouramane Senior Assistant Establishment (NT) Section	DEFERRED
7.	P. Rajeswari Senior Assistant O/c. the Dean, Ramanujam School of Mathematical Sciences	--do--
8.	S. Tamilkodi Senior Assistant Academic Section	--do--
9.	Sivakozhundu @ Jayaraman Technical Assistant (Electrical) Electrical Wing	NOT ELIGIBLE
10.	V. Nagamuthu Technical Assistant (Electrical) Electrical Wing	--do--
11.	R. Jayamurthy Technical Assistant (Electrical) Electrical wing	--do--
12.	C. Sankar Technical Assistant (Electrical) Electrical Wing	--do--
13.	M. Murugan Technican (Electrical) Electrical wing	--do--
14.	C. Selvame Technician (Electrical) Electrical Wing	--do--
15.	D. Mounissamy Technician (Civil) (Retired on 30.09.2019)	--do--
16.	K. Eganadane Technician (Civil) Engineering Wing	--do--
17.	R. Mohan Technician (Civil) Engineering Wing	--do--
18.	R. Anbalagan Technician (Electrical) (Retired on 31.08.2016)	--do--
19.	V. Ramkumar Professional Assistant School of Humanities	--do--

R. Sankaran
14/1/20

[Signature]

[Signature]
18/1/20
ro-chitram

ENCLOSURE-IV

MINUTES OF THE SCREENING COMMITTEE HELD ON 21-05-2020 AT 2.30 P.M. IN THE OFFICE OF THE REGISTRAR FOR AWARD OF FINANCIAL UPGRADATION UNDER MODIFIED ASSURED PROGRESSION SCHEME (MACP) TO THE NON-TEACHING OFFICER IN THE CADRES OF GROUP 'A' OF PONDICHERRY UNIVERSITY, PUDUCHERRY

The following members of the Screening Committee (MACP) were present in the meeting :-

1. **Dr. B. Chithra** --- Chairperson
Registrar (i/c)
Pondicherry University
2. **Dr. Amaresh Samantaraya** --- Member
Finance Officer (i/c)
Pondicherry University
3. **Prof. D. Lazar** --- Member
Controller of Examination (i/c)
Pondicherry University
4. **Prof. G.L. Bhalla** --- External Member
Professor of Delhi University (Retd.,)
34/3123, Pitampura Karol Bagh
New Delhi - 110 005
5. **Dr. P. Muralidassan** --- Member
Deputy registrar (Admn.)
Pondicherry University

The Committee met in the Office of the Registrar on 21-05-2020 at 2.30 P.M. At the outset the Chairperson welcomed the members of the committee. Prof. G.L. Bhalla could not attend the meeting due to lockdown. However he participated through the video call.

In the MACP meeting held on 06.12.2019 the cases of some of the Group 'A' Officers were not considered for award of MACP due to non-availability of APARs for some years.

As Dr. R. Manivannan is due for superannuation on 31st May, 2020 his case for award of MACP was taken up by the Committee.

Dr. R. Manivannan's APAR for the period 2012-13 was not available but the APAR's for the rest of the period is available. Hence the Committee decided to take the APAR's of the previous years as per rules.

Manivannan

A

Bhalla

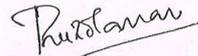
M. Muralidassan



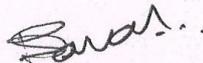
The Committee after perusing the statement showing the APAR grading/Vigilance Clearance and Integrity for the award of financial upgradation under MACP Scheme took the following decisions.

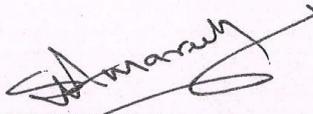
- Shri R. Manivannan has got two promotions from the date of his absorption in 01.07.1990. However he was on deputation to the University from 01.04.1989. Considering the period of deputation, the 30 years falls on 01.04.2019.
- The Committee after perusing the necessary records including his "Service Register" has recommended for award of MACP w.e.f 01.04.2019 the date on which he completing 30 years of service, by taking into account the deputation period. Therefore he may be awarded III MACP from 01.04.2019 (ANNEXURE).

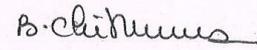
The Meeting was concluded with the vote of thanks to the Chairperson.


(P. MURALIDASSAN)

(G.L. BHALLA)


(D. LAZAR)


(AMARESH SAMANTARAYA)


(B. CHITHRA)

ANNEXURE

Name of the Officer who is recommended for the award of financial upgradation

Name & Designation of the Officer	APAR Benchmark	Financial upgradation and Date from which it is due		Pay to which, financial upgradation is granted (pre-revised)
		ACP (A) / MACP (M)	Date of Effect	
Shri R. Manivannan Horticulturist Horticulture Wing	Very Good	III-MACP	01.04.2019 (On completion of 30 Years)	₹ 15600-39100/- + G.P. ₹ 7600/-

R. Manivannan

✓

R. Manivannan

P. Chinnappa

2021.140.13

TO RATIFY THE FINAL SENIORITY LIST OF GROUP 'B' EMPLOEES IN THE CADRE OF SECTION OFFICER

The revised tentative seniority list in the cadre of Section Officer was issued vide Office Order No.255, dated 29.09.2015 calling for objections from Officers, within 21 days from the date of issue of tentative seniority for issuing final seniority.

Based on the objections received from the employees, the following committee was constituted to finalize the seniority in the cadre of Section Officer.

Vice-Chancellor has constituted the following committee to finalise the final seniority list in the cadre of the Section Officer.

1. Prof. R. Panneerselvam ----- Convener
Dept. of Management Studies
Pondicherry University
Pondicherry
2. Prof. K. Rajan ----- Member
Dept. of History
Pondicherry University
Pondicherry
3. Dr. G.L. Bhalla ----- Member
Professor (Retd.)
University of Delhi
3/4, 3123, Pitampura Karol Bagh
New Delhi 110 025
4. Shri. M. Ravi ----- Member
Advocate
No.30, II Main Road
CIT Nagar, East
Chennai 600 035
5. Dr. B. Chithra ----- Member Secretary
The Registrar (i/c)
Pondicherry University
Pondicherry

The above committee has met on 07.12.2019 and the members looked into the document to understand the problems in finalizing the seniority list and subsequently detailed deliberations were carried out.

Position of Shri. N. Velmurugan in the Tentative Seniority list (office order No.255, Ref.No.PU/Estt/NT10/2015-2016/191, dated 29.09.2015)

It was pointed out the anomaly in the present list of seniority of Section Officer, which is mainly because of the representations of several Section Officers whose seniority in one way or the other is effected by placement of one Shri. N. Velmurugan, over and above the other employees in the tentative seniority list of Section Officers issued by Pondicherry University vide Ref.No.PU/Estt/NT10/2015-16/191, dt.29.09.2015 as against the earlier tentative seniority list issued vide Office Order No.74,(Ref.No.Pu/ESTT/NT10/93/2010-11/65), dated 09.06.2010 based on the Departmental Promotion Committee recommendations dated 10.09.2007. The employees have submitted their objections/representations against the position of Shri. N. Velmurugan in the seniority list on the basis of several legal grounds.

Shri. N. Velmurugan has made representations and also had preferred writ petition No.12901/2017 on the file of High Court of Madras, seeking implementation of the order dt.12.08.2015 issued by DR(Admn.) giving him retrospective promotion as Section Officer w.e.f.12.09.2007 with all consequential benefits and the matter is now subjudice and his case had been also referred to DoPT seeking clarifications.

The then Director of Distance Education recorded adverse remarks in the APAR of Shri. N. Velmurugan for the year 2006-07 and 2007-08 and consequently his case was not considered by various Departmental Promotion Committee meetings held time to time.

Shri. N. Velmurugan on 19.11.2007 made an appeal to the authorities to expunge the adverse remarks against him for the year 2006-07 and 2007-08. Aggrieved with the adverse remarks as mentioned above Shri. N. Velmurugan had filed a case W.P.No.16743/2208 in the High Court of Chennai.

In the meantime, on the basis of his undertaking vide letter dated 12.10.2009, Departmental Promotion Committee was held on 11.07.2011 and recommended the promotion of Shri. N. Velmurugan to the post of Section Officer on regular basis against the SC vacancy w.e.f.15.10.2011.

In accordance with the order of the Hon'ble High Court, Chennai, a three member Committee constituted by the Vice-Chancellor to look into his representation dated 19.11.2007 met on 12.03.2015 and recommended that the adverse remarks in the ACRs of Shri. N. Velmurugan for the period 2006-07 and 2007-08 may be expunged subject to the ratification by the Executive Council.

The said recommendations have not been placed in the Executive Council for decision. In the earlier meeting, the Executive Council, it had only authorized the Vice-Chancellor to deal with Shri. N. Velmurugan's representations dt.09.11.2007 only in regard to consider his representation of expunging the adverse remarks in

pursuance of the directions issued by the Hon'ble High Court in order dt.27.02.2014 in WP No.16743/2008.

In such circumstances, there seems to be no basis for constitution of review Departmental Promotion Committee merely on the basis of the recommendations of the three member committee to expunge the adverse remarks without the ratification of the same by the Executive Council and without specific directions of the EC to constitute a review Departmental Promotion Committee. Even in case of expunging of adverse remarks, the final overall grading cannot be given by the three member committee constituted by the Vice-Chancellor only for the limited purpose of examining the expunging of adverse remarks made by the three member committee is subject to the ratification by the Executive Council.

The entire records pertaining to the adverse remarks as well as the process in and by which the expunging of adverse remarks were recommended, have to be placed before the Executive Council, in order to examine as to whether the recommendation of the three member committee for expunging the adverse remarks made against Shri. N. Velmurugan has to be ratified or not. It is only after this process of examinations by the Executive Council and decision in regard to the expunging of adverse remarks or not and the overall grading to be awarded to him, the relative merit of the individuals who were already selected and promoted as Section Officers under SC quota and Shri. N. Velmurugan could be examined. In such circumstances, the premature constitution of review Departmental Promotion Committee even prior to the final decision of the Executive Council does not seem to be legally valid. Besides, before considering/viewing the objections and also before issue of final seniority, Shri. N. Velmurugan was considered by the review Departmental Promotion Committee and not following the principles of natural justice with regard to the other officers.

In such circumstances, the committee hereby resolves the following:

1. The administration to place the entire records pertaining to the recommendations of the three member committee for expunging the adverse remarks against Shri. N. Velmurugan for ratification before the Executive Council and for taking an appropriate decision on awarding of overall grading to Shri. N. Velmurugan for the period 2006-2007.

2. To place the proceedings pertaining to constitution of review Departmental Promotion Committee and finally culminated in an order dt.12.08.2015 issued by the DR (Admn.) even prior to ratification of the recommendation for expunging the adverse remarks before the Executive Council to take an appropriate decision on the same.

3. It is also seen that Shri. N. Velmurugan has already retired from service and in such circumstances any issuance of approved seniority list, panel and orders of promotion to the existing employees will not in any manner impede his rights and without prejudice to the rights of Shri. N. Velmurugan, in the interest of administration and in the interest of serving employees, especially taking into

consideration of long standing stagnation of several employees in the same post without finalization of seniority, the administration is requested to proceed with, finalizing of Seniority list, preparation of panels and issuing orders of promotion to the serving employees, subject to the outcome of the decision to be taken in regard to Shri. N. Velmurugan seniority and promotion by the Executive Council.

Position of Shri. G. Haridassan in the Tentative Seniority list (office order No.255, Ref.No.PU/Estt/NT10/2015-2016/191, dated 29.09.2015)

The seniority of Shri. G. Haridassan has been considered taking into account, the suspension period while fixing tentative seniority list whereas, the Executive Council decided to treat the suspension period as dies-non and the suspension period may be considered only for pension benefits and not for any other purpose.

This issues has been carefully analysed and in line with the decision of the Executive Council for the suspension period of Shri. G. Haridassan, the Committee resolves and recommends as follows:

The effective service at the level of Section Officer may be obtained by subtracting the suspension period from the total service of Shri. G. Haridassan at the level of Section Officer and that may be considered while fixing seniority for him in the Section Officer cadre. This will resolve the anomaly cited by the employees in their objections.

Position of Shri. B. Canniappan in the Tentative Seniority list (office order No.255, Ref.No.PU/Estt/NT10/2015-16/191, dated 29.09.2015)

On perusal of the case of Shri. B. Canniappan, the Committee resolves and recommended as follows:

Consequent to the outcome of the disciplinary proceedings and award of punishment, Shri. B. Canniappan may be excluded from the above seniority list.

Position of Shri. P. Mourougappan and Shri. D. Nandagopal in the Tentative Seniority list (office order No.255, Ref.No.PU/NT10/2015-16/191, dated 29.09.2015).

On careful examination of the representation of Shri. P. Mourougappane and Shri. D. Nandagopal with respect to the position in the seniority list, it is observed that the final fixation of seniority in the cadre of Office Manager/Senior Assistant (Group C cadre) was issued vide Office Order No.181 (Ref.No.PU/ESTT/NT1/Seniority/2000-01/308, dated 29.11.2000) with due approval of the Executive Council. This list places Shri. P. Mourougappane, Shri. Murugan, Shri. D. Nandagopal in the cadre of Office Manager/Senior Assistant in the 35,26 and 37th position. Based on the final seniority list, they were also promoted to the next cadre viz. Section Officers.

It is settled law that settled seniority cannot be unsettled after long lapse of time and stale claims cannot be revived by repeated and belated representations. The administration had already communicated to the individuals that the case cannot be re-opened vide letter No.PU/ESTT/NT10/2016-17/47, dated 17.05.2017.

The Committee resolves and recommended as follows:

The claim for re-fixation by Shri. P. Mourougappane and Shri. D. Nandagopal in the tentative seniority list of Section Officers issued vide office order No.255, Ref.No.PU/Estt/NT10/2015-2016/191, dated 29.09.2015 deserves to be rejected as time barred and settled seniority cannot be unsettled as upheld by the Apex Court in various cases.

Again the above recommendations were examined by the committee consisting of the Director, Culture & Cultural Relations), Pondicherry University and the Dean, School of Electronic Media, Pondicherry University and the Committee met on 21.04.2020, they have also checked the list and found that Sl.No.1 to 12 are already ratified by the Executive Council vide letter No.PU/Estt/DPC/NT3/2007-08/256, dated 12.09.2007. The remaining names (from Sl.No.13 to 19) and their dates of appointments are checked from the records provided in the file and found correct. However, it is found that Dr. L. Veerappan was given adhoc promotion on 12.09.2007 for one year but regularized in to next cadre after 4 years because of which his seniority was effected.

Based on the recommendations of the above committee the final seniority was issued as follows vide Office Order No.201, dated 30.11.2020:

(In continuation of Seniority list already published
vide Office Order No.07, dated 08.04.2009)

Sl. No.	Name of the Employees Shri/Smt.	Sl. No. in the Seniority
1.	V. Jothimurugaian (Retired)	32
2.	S. Ravindran (Retired)	33*
3.	S. Govindasamy	34*
4.	R. Malarvizhi	35*
5.	A. Saravanan	36*
6.	P. Vetrivelvan (Retired)	37*
7.	K. Sivagurunathan	38*
8.	M. Mahalingam (Retired)	39*
9.	P. Mourougappane	40*
10.	K. Murugan	41*
11.	D. Nandagopal	42*
12.	P. Rajagopal (Retired)	43*
13.	Prava Kullu	44*

14	G. Haridassan (Retired)	45**
15.	R. Vellikannu	46*
16.	G. Velayudham (Retired)	47*
17.	K. Mayavan	48*
18.	Dr. L. Veerappan (Retired)	49*

*** Seniority from Sl.No.33 to 49 is subject to change depending on the outcome of the decision of the EC in respect of Shri. N. Velmurugan's Seniority and promotion**

**** subtracted the suspension period from 18.02.2008 to 27.03.2011 (3yrs 01month 10 days)**

For ratification of the Executive Council.

2021.140.14

TO RATIFY THE FINAL SENIORITY LIST ISSUED FOR GROUP “C” EMPLOYEES IN THE POST OF ASSISTANT

The Tentative Seniority List of two Group “C” employees Viz. Shri K.M. Vijayaraghavan and Shri U. Ramanathan in the post of Assistant has been issued vide Office Order No. 259 dated 02-03-2020 (Sl.Nos.114 & 115 in the Seniority List) calling for objection if any from the above said employees. The date of promotion of Shri K.M. Vijayaraghavan and Shri U. Ramanathan to the post of Assistant is 18-10-2013. However, the seniority of both the employees has been fixed on the basis of their relative seniority in the lower post, in accordance with Govt. of India instructions dated 07-02-1990.

Among the two employees, one Shri K.M. Vijayaraghavan, who was promoted as Senior Assistant was relieved from the post on VRS w.e.f. 01-06-2018 and another Shri U. Ramanathan was promoted as Senior Assistant (both promotion were made on 01-03-2016)

No objections were received from both the employees within the stipulated period. (i.e. 21 days from the date of issue of the Tentative Seniority List order)

Hence, the final seniority for the post of Assistant in respect of Shri K.M. Vijayaraghavan and Shri U. Ramanathan was fixed as in the Enclosure and the Individual Office Order was sent to the employees on 27-05-2020 (Vide Office Order No.31 & Ref.No. PU/Estt/NT2/Seniority/2020-21/13 dated 27-05-2020)

Submitted to the Executive Council for ratification.



PONDICHERRY UNIVERSITY
(A Central University)

R. Venkataraman Nagar, Kalapet, Puducherry - 605 014

No. PU/Estt/NT2/Seniority/2020-21/13

Dt. 27.05.2020

OFFICE ORDER No. 31

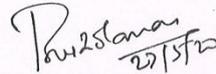
Sub: PU – Estt – Final Seniority list in the post of Assistant for Sl.Nos.114-115
– Communicated – Reg.

- Ref: 1. O.M. No.22011/7/86-Estt.(D), dated 03-07-1986, Department of Personnel & Training, Govt. of India
2. Final Seniority Office Order No.536 (Vide Ref.No.PU/Estt./NT2/Seni/2011-12/327 dated 21-03-2013 (For Seniority Nos.40 to 101)
3. Final Seniority Office Order No.94 (Vide Ref.No.PU/Estt./NT2/Seni/2014-15/77 dated 04-08-2014 (For Seniority No.102)
4. Final Seniority Office Order No.226 (Vide Ref.No.PU/Estt./NT2/Seni/2019-20/142 dated 02-01-2020 (For Seniority No.103-113)
5. Tentative Seniority Office Order No.259 (Vide Ref.No.PU/Estt/NT2/Seniority/2019-20/152 dated 02-03-2020 (For Seniority No.114-115)

On the basis of instructions contained in the Office Memorandum issued by Government of India cited under reference, the tentative seniority list in the post of Assistant (for Sl.Nos. 114 to 115) is drawn and communicated herewith as in ANNEXURE.

The employees concerned are required to submit the claims & objections, if any, within 21 days from the date of issue of this order for issuing final Seniority list.

// BY ORDER //


DEPUTY REGISTRAR (ADMN)

Encl: ANNEXURE

To

The Employees Concerned Through Proper Channel

Copy to:

1. Personal file
2. Office Order file

ANNEXURE

FINAL SENIORITY LIST OF ASSISTANT
(In continuation of the Office Order No.226 Dt.02-01-2020)

Sl. No.	Name of the Employees Shri	Sl.No. in the Seniority	Remarks
1.	K.M. Vijayaraghavan	114	Promoted as Senior Assistant and Relieved on VRS w.e.f. 01-06-2018
2.	U. Ramanathan	115	Promoted as Senior Assistant

R. Ramanathan
27/5/20
DEPUTY REGISTRAR (ADMN.)

2021.140.15

TO RATIFY THE IMPLEMENTATION OF THE CORE PAY SCALE OF LIBRARY ASSISTANT FROM GRADE PAY Rs.2000/- TO Rs.2400/- AS PER UGC ORDERS

The Under Secretary UGC, vide order No.F.8-2/2019 (JCRC) dated 01.08.2019, 08.01.2020 and 14.01.2021 (**Enclosures-I, II & III**) has informed that the implementation of core pay scale of Library Assistant in the Central University/deemed to be Universities in the Pay Band with Grade Pay of Rs.5200-20200 from Grade Pay Rs.2000 to Rs.2400.

Based on the UGC revised communication dated 08.01.2020 & 14.01.2021 the Pondicherry University has implemented the revised Core pay scale with effect from 15.11.2019 , the date on which the order was issued by the Pondicherry University (**Enclosures-IV**)

Accordingly, the Grade Pay of Library Assistant is revised from Rs.2000/- to Rs.2400/- w.e.f 15.11.2019, and the Office Order for the same was issued to the Seven Library Assistants on 22.02.2021 the date on which orders were issued prospectively and their pay is fixed as in the (**Enclosure-V**).

Submitted for ratification by the Executive Council.

36351, 23232701, 23237721
3234126, 23406320, 23406310



ज्ञान-विज्ञान विमुक्तये

PU/ADMN.
Received on

06 AUG 2019

Enclosure - I

विश्वविद्यालय अनुदान आयोग
बहादुरशाह जफर मार्ग
नई दिल्ली - 110 002

University Grants Commission
Bahadurshah Zafar Marg,
New Delhi-110002

1659
07 AUG 2019

F.No.8-2/2019(JCRC)Pt. File.

July, 2019

The Registrar
Pondicherry University
R. Venkataraman Nagar
Kalapet
Puducherry - 605 014

S/P No. 488
21/05/08

07 AUG 2019

aur 2
6/7/19

PS
NPS
21/8

Sub: Core Pay Scale of Library Assistant in Central Universities and UGC maintained Deemed to be Universities.

Sir,

This is regarding the references received from various Universities regarding the revision of core pay scale of the post of Library Assistant in CUs/ DUs. The matter was placed before the Standing Committee on Anomaly Cases. The Committee after due examination recommended to dispel the anomaly by upgrading the core pay scale of Library Assistant to Rs.5200-20200 with GP-2400 at par with Laboratory Assistant.

The above recommendations of the Standing Committee on Anomaly Cases were placed before the 538th meeting of the Commission held on 29.01.2019, and the same were considered and approved.

In view of above, I am directed to convey the approval of UGC to revise the core pay scale of Library Assistant to all Central Universities and UGC maintained Deemed to be Universities from PB-2 with GP 2000 (pre-revised) to PB-2 with GP 2400 (pre-revised).

Yours faithfully,

(Kulvinder Kaur)
Under Secretary

DB (Admin).



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
(मानव संसाधन विकास मंत्रालय, भारत सरकार)
बहादुर शाह जफर मार्ग, नई दिल्ली - 110 002
University Grants Commission
(Ministry of Human Resource Development, Govt. of India)
Bahadur Shah Zafar Marg, New Delhi - 110 002
www.ugc.ac.in
Ph: 011-23604320, 23604181, 23604317



ज्ञान - विज्ञान विमुक्तये

Enclosure - II
158

No. F.8-2/2019(JCRC)

January, 2020

The Registrar
All Central Universities
UGC Maintained Deemed to be Universities
As per list attached

8 JAN 2020

Sub: Core Pay Scale of Library Assistant in Central Universities and UGC maintained Deemed to be Universities.

Sir,

This is regarding the references received from various Universities in respect of the date of implementation of the core pay scale of the post of Library Assistant in Central Universities/ Deemed to be Universities (100% funded). The matter was examined and after due deliberation it was decided that the UGC order pertaining to the revision of pay scale of the cadre of Library Assistant as communicated vide UGC letter No. 6-7/97 (JCRC)Vol.II dated 15.02.2019 & 01.08.2019 shall take effect from the date of issue of the orders by the respective Universities prospectively.

Yours faithfully,

Y.N. Gupta
8/1/20

(P.N Gupta)
Under Secretary

Copy to:-

1. Delhi College Section for necessary action
2. Guard File.

dc
xe
8/1/2020

Neera Chopra
(Neera Chopra)
Section Officer

ISSUED

21 JAN 2021
PU/ASIAN/ सं. वि. 1 व
2011/21

Enclosure - III
PU/Regr/No. 6368
Dt/ 20/01/2021



शिक्षा मंत्रालय, भारत सरकार
University Grants Commission
(Ministry of Education, Govt. of India)
बहादुरशाह जफर मार्ग नई दिल्ली - 110 002
Bahadurshah Zafar Marg, New Delhi-110002
Phone : 011-23406403



January, 2021

No.F.8-2/2019(JCRC)

14 JAN 2021

The Registrar
Pondichery University,
R. Venkataraman Nagar,
Kalapet, Puducherry - 605014

So/17/175
20/1

Sub: Request to redress and resolve the pay anomaly attached to the Core Pay Scale of Library Assistant in Central Universities and UGC maintained Deemed to be Universities and as par with the laboratory Assistants – prayed for.

Sir,

With reference to your letter No. PU/SC-ST/EWA dated 29.07.2019 on the above subject, I am directed to inform you that the matter pertaining to the date of implementation of the upgraded pay scale of Library Assistants, communicated vide UGC letters 15.02.2019 & 01.08.2019, was considered by the Anomaly Committee in its meeting dated 26th -27th November, 2019. It was decided that the upgraded/ revised pay scales shall take effect from the date of issue of the orders by the respective University prospectively.

The same has already been clarified vide UGC letter dated 08.01.2020 (copy enclosed).

Yours faithfully,

(Neera Chopra)
Section Officer

AB (Admin)

PONDICHERY UNIVERSITY
PUDUCHERRY

Enclosure IV

R. No. PU/Estt/NT5/2019-20/ 340

Dt.15-11-2019

OFFICE ORDER No. 182

Sub: PU – Estt – Revised core pay scale for Library Assistant as per UGC Order
- Orders issued – Reg.

Ref: UGC Letter No. F.No.8-2/2019(JCRC) Pt File Dated 01.08.2019
-oOo-

In pursuance of reference cited above and approval accorded by the University authorities, the Grade Pay of Library Assistant is revised from ₹ 2000 to ₹ 2400 w.e.f. from their date of joining as follows:

Sl. No.	Name of the employee & place of working Shri/Smt.	Date of joining	Pay Band	Present Grade Pay	Revised upgraded Grade Pay
1.	A.Abdul Rasheed (Promoted as Semi Professional Asst. w.e.f. 01-03-2016)	15.09.2011	₹ 5200-20200	₹ 2000	₹ 2400
2.	S. Kanchanadevi (Resigned on 20-01-2016 AN)	15.09.2011	₹ 5200-20200	₹ 2000	₹ 2400
3.	L. Kalpana (Promoted as Semi Professional Asst. w.e.f. 01-03-2016)	16.09.2011	₹ 5200-20200	₹ 2000	₹ 2400
4.	S. Manicavelou	15.09.2011	₹ 5200-20200	₹ 2000	₹ 2400
5.	G. Madhurambika	13.10.2011	₹ 5200-20200	₹ 2000	₹ 2400
6.	K. Saravanan	16.09.2011	₹ 5200-20200	₹ 2000	₹ 2400
7.	R. Rajesh	15.09.2011	₹ 5200-20200	₹ 2000	₹ 2400
8.	R. Murugan	15-09-2011	₹ 5200-20200	₹ 2000	₹ 2400
9.	R. Renuka Devi	29.11.2011	₹ 5200-20200	₹ 2000	₹ 2400
10.	Akhalya Ebenezer	07.06.2012	₹ 5200-20200	₹ 2000	₹ 2400

They are entitled to draw other allowances at the rate admissible under University Grants Commission norms. The Grade Pay revision is subject to ratification by the Executive Council.

The Pay fixation order will be issued separately.

// BY ORDER //

P. Ramesh Kumar
15/11/19
DEPUTY REGISTRAR (ADMN)

To

The Concerned Employees Through proper channel

Copy to:

1. The Deputy Registrar (F&A) P II – for further action

Enclosure - V



PONDICHERRY UNIVERSITY
PUDUCHERRY

Ref No.PU/Estt/NT5/2020-21/191

Dt.22.02.2021

OFFICE ORDER No. 291

Sub: PU – Estt – Revised core pay scale for Library Assistant as per UGC Order - Fixation of Pay – Orders issued – Reg.

- Ref: i. UGC Order No. F.No.8-2/2019 (JCRC) Dated 08-01-2020.
ii. This Office Order No.182 (Ref.No.PU/Estt./NT5/2019-20/340 Dated 15-11-2019.
iii. UGC Order No.F.8-2/2019 (JCRC) dated 14-01-2021.
(For confirmation of the earlier UGC order ref.(i) cited)

-oOo-

In pursuance of UGC Order cited under ref (i) and (iii) and approval accorded by the University authorities, the Grade Pay of Library Assistants is revised from ₹2000 to ₹2400 w.e.f. 15-11-2019, the date on which orders were issued prospectively and their pay is fixed as in the Annexure.

They are entitled to draw other allowances at the rate admissible under University Grants Commission norms. The Grade Pay revision is subject to ratification by Executive Council.

This issues with the concurrence of the Finance Section

// BY ORDER //

Neyudha 22/2/21
ASSISTANT REGISTRAR (ADMN)

To

The Concerned Employees Through proper channel

Copy to:

1. The Dy. Registrar (F&A), P.U. – for further action
2. Office Order file
3. Personal File

PONDICHERRY UNIVERSITY
PUDUCHERRY

ANNEXURE

Details of fixation for revised core pay scale for Library Assistant

Sl. No.	Name of the Lab Assistants Shri/Smt.	Date of issue of Revised Office order by the University (Vide O/O No.182 Dt.15-11-2019) based on the UGC revised order on Pay revision (Vide No.F.8-2/2019 (JCRC) dated 08-01-2020	Pay Band with Grade Pay granted earlier ₹	Revised Grade Pay granted by UGC ₹	Pay as on 15-11-2019 (i.e. the date of issue of Revised Office order on Pay revision) Pay Matrix Level 3 ₹	Pay to be fixed on 15-11-2019 in the revised Pay Matrix Level 4 as per the order of the UGC	Date of annual increment on Pay Matrix Level 4 with effect from 01-07-2020	Date of Next increment due
1	S. Manicavelou	15-11-2019	5200-20200 G.P. 2000	5200-20200 G.P. 2400	28400 (Index Level 10)	28700 (Index Level 5)	29600 (Index Level 6)	01-07-2021
2	G. Madhurambika	15-11-2019	5200-20200 G.P. 2000	5200-20200 G.P. 2400	28400 (Index Level 10)	28700 (Index Level 5)	29600 (Index Level 6)	01-07-2021
3	K. Saravanan	15-11-2019	5200-20200 G.P. 2000	5200-20200 G.P. 2400	28400 (Index Level 10)	28700 (Index Level 5)	29600 (Index Level 6)	01-07-2021
4	R. Rajesh	15-11-2019	5200-20200 G.P. 2000	5200-20200 G.P. 2400	28400 (Index Level 10)	28700 (Index Level 5)	29600 (Index Level 6)	01-07-2021
5	R. Murugan	15-11-2019	5200-20200 G.P. 2000	5200-20200 G.P. 2400	28400 (Index Level 10)	28700 (Index Level 5)	29600 (Index Level 6)	01-07-2021
6	R. Renuka Devi	15-11-2019	5200-20200 G.P. 2000	5200-20200 G.P. 2400	28400 (Index Level 10)	28700 (Index Level 5)	29600 (Index Level 6)	01-07-2021
7	Akhalya Ebenezer	15-11-2019	5200-20200 G.P. 2000	5200-20200 G.P. 2400	28400 (Index Level 10) 26800 (Index Level 8)	28700 (Index Level 5) 27100 (Index Level 3)	29600 (Index Level 6) 27900 (Index Level 4)	01-07-2021

[Signature]
ASSISTANT REGISTRAR (ADMN.)