

Shaheed Bhagat Singh State Technical Campus, Ferozepur

(Established and promoted by Govt. of Punjab)

Agenda of 29th Meeting of the Board of Governors



VENUE: Banquet Hall, Park Plaza Hotel, Ludhiana

Date: 10.10.2017

Time: 11.30 AM

CONTENTS

<u>ITEM NO.</u>	<u>PARTICULARS</u>	<u>PAGE NO.</u>
Item No.29.1	Confirmation of the Proceeding of the 28 th meeting of the Board of Governors.	01
Item No. 29.2	To report action taken on the decisions of the 28th meeting of the Board of Governors	02-09
Item No 29.3	Admission under Chief Minister Scholarship Scheme implemented at the institute.	10-12
Item No 29.4	Payment of travelling allowances to representatives of placement companies for organizing of Job Fair in the Institute during 21 August to 3rd September 2017 under the mission of Punjab Govt for providing “Ghar Ghar Naukari”	13
Item No.29.5	Ratification of Engagement of 02 Assistant Professor as Guest faculty from TPO funds for enhancing the soft skills of students to make them employable-regarding	14-15
Item No.29.6	Regularization of services of Mrs. Savita Sharma w/o Late Sh. Vijay Kumar Sharma, Peon.	16-17
Item No.29.7	Extension of Contract Period of Sh. Parvesh Puri, Clerk and Sh. Mukesh Sachdeva, Helper Health Club.	18-19
Item No.29.8	Extension of Contract Period of Clerks - regarding.	20-21
Item No.29.9	Pay protection of non-teaching contractual employees whose services have been regularized.	22-25
Item No 29.10	Transport Facility for Students regarding	26

Item No.29.11	Promotion of Sh. Sat Pal, Assistant Registrar	27
Item No 29.12	Payment of Ex Gratia Increment to Dr T S Sidhu, Campus Director SBSSTC, Ferozpur	28
Item No. 29.13	Complaints against Regularization of Contractual Employees and Recruitment of Faculty-regarding	29-33
Item No 29.14	Recruitment of backlog of reserved categories posts-regarding	34
Item No.29.15	Ratification of the staff who have successfully completed their probation period after promotion	35

**CONSTITUTION OF BOARD OF GOVERNERS
SHAHEED BHAGAT SINGH STATE TECHNICAL CAMPUS, FEROZEPUR**

- | | | |
|-----|---|----------------------|
| 1. | Sh. Akhil Malhotra ji,
CMD, Shivam Group, Ludhiana | Chairman |
| 2. | Principal Secretary to the Government of Punjab,
Deptt of Technical Education, Mini Secretariat,
Sector 9, Chandigarh. | Ex-Officio
Member |
| 3. | Prinicpal Secretary to the Government of Punjab
Deptt of Finance, Civil Secretariat,
Chandigarh | Ex-Officio
Member |
| 4. | Principal Secretary to the Government of Punjab
Deptt of Science and Technology, Mini Secretariat,
Sector 9, Chandigarh | Ex-Officio
Member |
| 5. | Director, Technical Education & Industrial
Training, Punjab Sector-36A, Plot 1-A, Chandigarh | Ex-Officio
Member |
| 6. | Sh. Harpreet Singh, MLA
Malout | Member |
| 7. | A Nominee of Ministry of Human Resource
Development, 6 Raisana Road, New Delhi -110 001. | Member |
| 8. | Dr. Rajive Kumar,
Advisor – I, P&AP
All India Council for Technical Education,
Nelson Mandela Marg, Vasat Kunj, New Delhi -110067. | Member |
| 9. | A Nominee of Institute of Engineers(IE), Kolkata | Member |
| 10. | Dr. Buta Singh, Dean Academics
IKG Punjab Technical University,
Jalandhar. | Member |
| 11. | Prof. B.D. Nathani, Ex-Principal
RSD College, Ferozepur City | Member |

- | | | |
|-----|--|----------------------|
| 12. | Sh. Kamal Sharma
Kothi No. 85, Preet Nagar, Ferozepur | Member |
| 13. | Vice Chancellor,
Maharaja Ranjit Singh Punjab Technical
University, Bathinda or his nominee. | Ex-Officio
Member |
| 14. | Sh. Sameer Mittal
Director Finance, Bhagwati Lacto
Veg Exports Pvt ltd, Ferozepur Cantt. | Member |
| 15. | Sh. Narinder Singh , Director
Ishat Spinner Pvt. Ltd, Ludhiana. | Member |
| 16. | Dr. (Mrs.) J. Kakaria
Director Public Schools
DAV College Managing Committee,
Chitra Gupta Road, New Delhi-11- 055
(Nominee of University Grants Commission) | Member |
| 17. | Chairman, Punjab State Board of Technical
Education & Industrial Training, Sector-36-A
Chandigarh. | Ex-Officio
Member |
| 18. | Dr. Rakesh Kumar, Assoc. Prof.
Mechanical Engineering Deptt.
Shaheed Bhagat Singh State Technical Campus,
Ferozepur. | Member |
| 19. | Sh. Sukhwant Singh, Assoc. Prof.
Mechanical Engineering Deptt.,
Shaheed Bhagat Singh State Technical Campus,
Ferozepur. | Member |
| 20. | Dr. T.S. Sidhu, Director
Shaheed Bhagat Singh State Technical Campus,
Ferozepur. | Member-Secretary |

Item No. 29.1 Confirmation of the Proceeding of the 28th meeting of the Board of Governors.

The approved proceedings of the 28th meeting of the Board of Governors held on 18-07-2017 were circulated to members of BOG for information and comments, if any, vide letter no. SBS/E-3/1611-23 dated 20-07-2017 (Annexure-I, Page No.36-43)

No comments have been received. The approved proceedings of 28th BOG meeting are placed before the BOG for confirmation please.

Item No. 29.2 **To report action taken on the decisions of the 28th meeting of the Board of Governors.**

Item No.28.1 **Confirmation of the proceedings of the 27th Meeting of the Board of Governors.**

Decision: The Board has discussed the observations made by the representative DTE/IT office in details and, thereafter, unanimously decided to confirm the proceedings of the 27th meeting of BOG.

Action: No action is called for.

Item No. 28.2 **To report action taken on the decisions of the 27th meeting of the Board of Governors.**

Decision: The action taken report was approved by the Board. Further, the Board has decided to again send the case of Mr. Narinder, Lab Attendant, to the office of DTE/IT for regularization of his adhoc service.

Action: The case of Mr. Narinder, Lab Attendant was sent to DTE/IT, Chandigarh for regularization of his adhoc service vide letter no. 2153 dated 01-08-2017 (**Annexure-II, Page No.44**).

Item No. 28.3 **Ratification of implementation of Chief Minister Scholarship Scheme (CMSS) at Shaheed Bhagat Singh State Technical Campus, Ferozepur.**

Decision: The Board has decided to ratify the item as proposed. Further, the Board has decided that CMSS shall be applicable, as per Govt. Policy, on all students of Diploma, B.Tech., B.Arch., BCA, MCA and M.Tech. Students to be admitted in the 1st year of Session 2017-18 only. To avail the benefits of CMSS continuously in the subsequent semester, the students must have to clear all subjects of the previous semesters; otherwise, the benefits of CMSS shall not be given to him/her.

However, the Board has decided to review this policy (CMSS) for the students to be admitted in the first year of Session 2018-19.

Further, it was also decided that institute must make efforts to get sponsorships from industries for providing free hostel facilities to those students who will secure more than 90% marks.

Action: The decision was conveyed to all HODs/PPI(PW)/PPL (School of Arch)/WS/Lib./DPE/Dean Academic/COE vide office order no. SBS/E-3/1647-51 Dated 20-07-2017 (**Annexure-III, Page No-45**). Further, Letter dated 20.09.2017 also been issued to TPO to contact with different industries for getting free hostel facilities to those students who will secure more than 90% marks (**Annexure-IV, Page No.46**).

Item No.28.4 **To give job to Mr. Harash Mani S/O Late SH. Suman Kumar, Junior Assistant on compassionate Grounds-regarding.**

Decision: Considering his B.Tech (ECE) qualification, the Board has decided to offer the post of Junior Technician to Mr. Harash Mani on contract basis for a period of 02 years on regular pay scale and other admissible allowances. Thereafter, his services will be regularized based on his performance and requirement of the institute.

Action: Decision implemented vide office order no. SBS/E-3/1675-77 Dated 20-07-2017 (Annexure-V, Page No.-47) and offer letter as Junior Technician (Lab.) was issued to Mr. Harash Mani vide letter no. 1736 dated 24-07-2017 (Annexure- VI, Page No.-48-49). Accordingly Mr. Harash Mani has joined in the institute.

Item No.28.5 **Extension in services of employees working on temporary basis in the institute .**

Decision: The Board has withdrawn the decision taken in the 19th meeting of BOG vide Agenda Item No.19.18. The extension in services of employees working on temporary basis shall be given as per the requirement of the institute for its smooth working.

Action: Decision implemented vide office order no. SBS/E-3/1642-46 Dated 20-07-2017 (Annexure-VII, Page No-50).

Item No.28.6 **Ratification of Promotion given under Carrier Advancement Scheme (CAS) to faculty from Stage 1 to Stage 2 (i.e. AGP 6000 to 7000) and Stage 2 to Stage 3 (i.e. AGP 7000 to AGP 8000).**

- Decision:** The item was ratified as proposed.
- Action:** Decision conveyed to all vide office order no. SBS/E-3/1652-1655 Dated 20-07-2017 & office order no. Estb/Fzr/573 dated 22-05-2017 (Annexure-VIII, Page No-51-54).
- Item No.28.7** **To approve the absorption of services of Mr.Vikas Goyal, Assistant Professor at MIMIT Malout.**
- Decision:** The Board has approved the item as proposed and declared the said post as vacant.
- Action:** Decision implemented vide office order no. SBS/E-3/1656-61 Dated 20-07-2017 & office order no. Estb/Fzr/1779-82 dated 26-07-2017 (Annexure-IX, Page No-55-56).
- Item No.28.8** **Approval to give study leave for one semester for doing Ph.D on part-time basis – regarding**
- Decision:** The Board has approved the item as proposed. Further, considering the request of candidates and keeping in view the weak financial position of the institute, the Board has decided to give 06 month additional study leave instead of total period of 03 years for conducting experiments at other institute, if the requests of candidates are found to be genuine. However, the candidates have to give an undertaking that they will complete the experiment work within 06 month time and submit the results to the institute thereafter.
- Action:** Decision implemented vide office order no. SBS/E-3/1662-66 Dated 20-07-2017 (Annexure-X, Page No-57).
- Item No.28.9** **Equalization of Pay with juniors – regarding**
- Decision:** The Board had decided to put up their case to Govt. of Punjab for immediate necessary action.
- Action:** The Case was sent to Hon'ble Additional Chief Secretary, Department of Technical Education & Industrial Training, Pb., Chandigarh vide letter no.SBS/FZR/2216 dated 03-08-2017 (Annexure-XI, Page No. 58-59).
- Item No.28.10** **Payment of Full Salary to Ar. Avinash Singh appointed as Professor in Architecture-regarding**

Decision: The Board had decided to give him full pay and other allowances at par with regular employees of the institute from the date of joining on this post.

Action: Decision implemented vide office order no. SBS/FZR/1735 Dated 24-07-2017 (Annexure-XII, Page No-60).

Item No.28.11 Payment of Full Salary to Dr. Vishal Sharma appointed as Associate Professor in ECE Department-regarding

Decision: The Board had decided to give him full pay and other allowances at par with regular employees of the institute from the date of joining on this post.

Action: Decision implemented vide office order no. SBS/FZR/1777-78 dated 26-07-2017 (Annexure-XIII, Page No-61).

Item No.28.12 Payment of salary to Ar. Sandeep Singh appointed as Assistant Professor in Architecture-regarding

Decision: The Board had decided to give him full pay and other allowances at par with regular employees of the institute from the date of joining on this post.

Action: Decision implemented vide office order no. Estb/1742-1743 Dated 24-07-2017 (Annexure-XIV, Page No.-62).

Item No.28.13 Ratification of the staff who has successfully completed their probation period.

Decision: The item was ratified as proposed.

Action: Decision implemented vide office order no. SBS/E-3/1697-1702 Dated 20-07-2017 (Annexure-XV, Page No-63).

Item No.28.14 To ratify the Technical Education Awareness-cum-Mock test Program organized on 15th Feb, 2017 for the purpose of enhancing admission.

Decision: The item was ratified as proposed.

Action: Decision implemented vide office order no. SBS/E-3/ 1692-1696 Dated 20-07-2017 (Annexure-XVI, Page No-64).

Item No.28.15 To ratify the posts declared as vacant-regarding.

Decision: The item was ratified as proposed.

Action: Decision implemented vide office order no. SBS/E-3/1624-1627 Dated 20-07-2017 (Annexure-XVII, Page No-65).

Item No.28.16 Promotion of Sh. Sat Pal as Assistant Registrar-regarding.

Decision: After thoroughly discussing the Agenda Item, the Board has found that Mr. Sat Pal was promoted to the post of Assistant Registrar on sympatric grounds against the institute bye laws No.4.3 and against the decision of 13th meeting of BOG vide agenda item 13.1. However, the Board has constituted following committee to enquire into this case in details:

- | | |
|---|----------|
| (1) Dr. Buta Singh Sidhu, | Chairman |
| Dean, Maharaja Ranjit Singh State
Technical University Bathinda-cum-
Member of BOG, SBSSTC, Ferozepur | |
| (2) Representative of Govt. of Punjab | Member |
| (3) Registrar, SBSSTC, Ferozepur | Member |

The recommendation of the committee shall be put up to Govt of Punjab.

Action: A letter no SBS/E-2/1749 dated 25-07-2017 has been sent to Dr. Buta Singh, Dean Academic Maharaja Ranjit Singh State Technical University Bathinda-cum- Member of BOG, SBSSTC, Ferozepur with a request to give a suitable date/time to enquire the matter (Annexure-XVIII, Page No. 66). Subsequently a letter has also been sent to DTE/IT, Chandigarh vide letter no. SBS/E-2/2579 dated 31-08-2017 regarding attending the above said meeting on 07-09-2017 at Conference room of D-Block of the Institute (Annexure-XIX, Page No. 67). The said meetings were held on 07-09-2017 and thereafter another meeting of committee was held on 14.09.2017. The enquiry committee has submitted its report. This item is being put up as a Separate agenda item.

Item No. 28.17 Inter-se-seniority of Technician Category-regarding.

Decision: The Board has decided to constitute the following committee to give its recommendations on this issue:

- | | |
|---|----------|
| (1) Dr. Buta Singh Sidhu, | Chairman |
| Dean, Maharaja Ranjit Singh State
Technical University Bathinda-cum-
Member of BOG, SBSSTC, Ferozepur | |

- | | | |
|-----|-----------------------------------|--------|
| (2) | Representative of Govt. of Punjab | Member |
| (3) | Registrar, SBSSTC, Ferozepur | Member |

Action: A letter no SBS/E-2/1749 dated 25-07-2017 has been sent to Dr. Buta Singh, Dean Academic Maharaja Ranjit Singh State Technical University Bathinda-cum- Member of BOG, SBSSTC, Ferozepur with a request to give a suitable date/time to enquire the matter of promotion case of Mr. Sat pal, Assistant Registrar and inter-se-seniority of Technician Category (Annexure-XVIII, Page No. 66). Subsequently a letter has also been sent to DTE/IT, Chandigarh vide letter no. SBS/E-2/2579 dated 31-08-2017 regarding attending the above said meeting on 07-09-2017 at Conference room of D-Block of the Institute (Annexure-XIX, Page No. 67). The said meeting was held on 07-09-2017 and 14.09.2017. the recommendation of the committee are awaited

Item No. 28.18 **Regarding treating suspension period from 05-07-2010 to 31-01-2012 as duty period for all intends and purpose –Dr. Kulbhushan Agnihotri, Associate Professor (Applied Science & Humanities Deptt.)**

Decision: The Board has decided to send this particular case to Govt. of Punjab for taking appropriate decision on the inquiry report as his suspension orders were revoked at the Govt level vide Govt. Endt. No. 2/181/2010-2TE2/405 dated Chandigarh 31.01.2012 without any prejudice to subsequent outcome of regular inquiry to be conducted on the basis of chargesheet issued to him. Consequently, the institute had sent the report of the enquiry officer to Govt. of Punjab as such without opening it.

Action: The case was sent to Hon'ble Additional Chief Secretary, DTE&IT, Sect.9, Chandigarh vide letter no. SBS/FZR/ 2218 dated 03-08-2017 (**Annexure-XX, Page No. 68-70**).

Item No. 28.19 **To give pensionary benefits to Mr. Ram Kumar Chopra, Ex-Supdt Grade-II by counting his previous Services-regarding**

Decision: As per the direction given in letter of Govt of Punjab, Deptt of Finance No.4/90/2010-1FPPC/734820/1 dated Chandigarh, the April 18,2016, the Board has decided to give the Pensionary benefits to Mr. Ram Kumar Chopra, ex-Supdt Grade-II by counting his previous service rendered at Punjab Women and Children Development welfare corporation.

Action: In light of above decision Mr. Ram Kumar Chopra, Ex-Supdt Grade-II has been asked to deposit employer's share of the Provident Fund/Contributory provident Fund along with 12% per annum interest vide this Institute letter no. 2268-69 dated 07-08-2017 with a copy to Punjab Women and Children Development welfare corporation, Sect.15-C, Chandigarh (Annexure-XXI, Page No.71-72).The case is still under process.

Item No. 28.20 To report the proceedings of 32nd Meeting of Finance Committee

Decision: The Board has approved the proceedings of 32nd meeting of Finance Committee.

Action: No action called for.

Item No. 28.21 Recruitment of TPO (Associate Professor) and other staff-regarding

Decision: The item was approved as proposed.

Action: Advertisement is being published shortly.

Item No. 28.22 Ratification of the approval given by the Hon'ble BOG Chairman, on a single file

Decision: The item was ratified as proposed.

Action: No action is called for.

Item No.28.23 Pay protection of non-teaching contractual employees whose services have been regularized.

Decision: The Board has decided to put up this item in the next meeting of BOG.

Action: The case is being put up in 29th meeting of BOG for appropriate decision.

Item No.28.24 Fixation of charges for Conference Hall, Seminar rooms, Guest House

Decision: The Board has approved the following rated for the use of institute facilities:

(1) CV Raman Hall	:	Rs.5000 per day
(2) Conference Hall	:	Rs.3500 per day

(3) Mech Seminar Hall	:	Rs.2500 per day
(4) Lecture Hall	:	Rs.2500 per day
(5) Guest House Room (External Guest)	:	Rs.700 per day
(6) Guest House Room (Guest of Employees, parents of students)	:	Rs. 350 per day
(7) Official Guest	:	Nil

Action: Decision implemented vide office order no. SBS/E-3/1708-14 Dated 20-07-2017 (Annexure-XXII, Page No.73).

Item No. 28.25 Purchase of items under Grant in Aid for Poly Wing

Decision: The item was ratified as proposed.

Action: The purchase of pending item is under process.

At the end of meeting, it was decided to constitute the following committee to start the new courses (AICTE/Non-AICTE) and to review the existing courses keeping in view the availability of existing infrastructure for enhancing revenue of the institute. The committee should give its report within 01 month.

- (1) Dr. A.K. Tyagi, Professor
- (2) Dr. Lalit Sharma, Associate Director
- (3) Dr. Tejeet Singh, Dean Academic Autonomy & Accreditation

Action: The report of the committee has been put up in the meeting of Academic Council.

Item No 29.3 Admission under Chief Minister Scholarship Scheme implemented at the institute.

As per the decision taken in the 28th meeting of BOG vide Agenda item No. 28.3, Chief Minister Scholarship Scheme was implemented in the institute for the admissions on 2017 batch. The details of the admissions is as given below:

(A) For B.Tech. and B. Arch.:

- (i) Total Admissions = 381
- (ii) Admission under PMSS = 41
- (iii) Admission under TFWS = 25
- (iv) Admission with less than 60% = 37
- (v) Admission under J& K AICTE = 06
- (vi) Admission under CMSS = 212
- (vii) Under LEET = 60 (approx.)

Percentage of marks->	60 to less than 70%	70 to less than 80%	80 to less than 90%	90 and more than 90%	Total Admissions under CMSS
No of Students admitted	109	71	28	4	212
Amount of Scholarship given	99 x 42000+10 x 21700= 43.75 lacs	66 x 48000+5 x 24800= 32.92lacs	27 x 54000+1 x 27900= 14.86 lacs	4 x 60000= 2.4 lacs	93.93lacs

(B) For Diploma Wing:

(1) Total Admissions	= 185
(2) Admission under PMSS	= 56
(3) Admission under TFWS	= 12
(4) Admission with less than 60%	= 32
(5) Admission under CMSS	= 85

Percentage of marks->	60 to less than 70%	70 to less than 80%	80 to less than 90%	90 and more than 90%	Total Admissions under CMSS
No of Students admitted	31	28	18	8	85
Amount of Scholarship given	31 x 15400 = 4.77 lacs	28 x 17600 = 4.92 lacs	18 x 19800 = 3.56 lacs	8 x 22000 = 1.76 lacs	15.01 lacs (approx)

Total scholarship given to B.Tech. B. Arch. BCA and Diploma students =
93.93 + 15.01 = 108.94 lacs

(I) The total number of students admitted with full fee before the implementation of CMSS Scheme in B.Tech. and B. Arch. were 67 approx. However, the number of students admitted in B.Tech. and B. Arch. after the implementation of CMSS Scheme are 145. Therefore, the students admitted before implementation of CMSS with full fees should also be charged as per CMSS rule and the balance amount should be refunded to the students to make the decision uniform for all the students admitted in 2017.

- (II) Due to the implementation of this scheme institute has to bear a financial burden of 108.94 lacs in the first year of their admission. It is proposed that Punjab Govt. may be requested to reimburse the above said 108.94 lacs to the institute.
- (III) For the students admitted from other states, the CMSS scholarship scheme should be applicable only on those students who could not get scholarship from any other sources such as PMSS scheme. These students have to deposit the full fee as applicable without CMSS. However, these students who fall under PMSS from other states were allowed to deposit fee under CMSS scheme which is partial fee of the full fees. But, they have to deposit the due balance of full fee after getting the PMSS scholarship, if the PMSS scholarship is credited in the account of candidate's account. In other case, if the candidate's PMSS scholarship is credited in the institute account, they will be refunded PMSS scholarship after deducting the due balance of the full fee.
- (IV) The students of SC/ST and OBC category will also have to deposit the full fee as applicable without CMSS. However, the SC/ST and OBC students admitted under PMSS from Punjab State have submitted the prescribe fees of Rs 4300/- approx. for B.Tech. and Rs 3300/- approx. for diploma courses as approved by the finance committee. However, the institute will send their cases to Punjab Govt. for reimbursement of full fees under post matric scholarship scheme (PMSS).

The complete case is put before BOG for consideration and approval please.

Item No 29.4: Payment of travelling allowances to representatives of placement companies for organizing of Job Fair in the Institute during 21 August to 3rd September 2017 under the mission of Punjab Govt for providing “Ghar Ghar Naukari”

As reported under Item No. 29.3, a job fair was organized in our campus under Ghar Ghar Naukari Scheme of Punjab government during 21 August to 3rd September 2017 in which 26 companies visited the campus and offered job opportunities to 527 students.

Most of the companies didn't claim Travelling Allowance for conducting the placement drives in our campus. However, the representatives of some companies have demanded travelling Allowances @ Rs. 14 per kilometer or @Rs. 15 per Kilometer.

As per the norms of Punjab Government, the traveling allowance can be paid @ 7/- per km for the official visit. However, as per the norms of affiliating University MRSPTU Bathinda, travelling allowances can be given @Rs. 10/- per kilometer. So, institute had paid travelling allowances @Rs.10/- per kilometer.

Therefore, the matter is placed for ratification of the traveling allowance paid to representatives of some companies @Rs. 10/- per kilometer. Further, it is proposed to pay travelling allowances to representatives of recruitment companies @ Rs. 10/- per km in future so that we can invite maximum number of company officials in our campus to provide job opportunities to the unemployed youth of Punjab.

The complete case is put up before the BOG for ratification/approval please.

Item No.29.5 Ratification of Engagement of 02 Assistant Professor as Guest Faculty from TPO funds for enhancing the soft skills of students to make them employable-regarding

A meeting of Head of different Departments and Training & Placement Officer was held on dated on 18.9.17 to review the Mega Job Fair organized in the Institute during 21st August to 03 September 2017 under “Ghar Ghar Naukri” Mission of Punjab Govt. In this job fair, 26 companies visited the campus and offered job opportunities to 527 students. The complete list of companies who have visited the institute during job fair and selected the candidates is placed as (Annexure-XXIII, Page No.74).

These companies have given feedback to TPO that our students are very weak in communication skills and the aptitude. In addition to this, it was also discussed in HODs meeting that the Infosys Pvt. Limited is also going to visit for campus placement in next semester. Keeping this issue in consideration, the following points were proposed in the HODs meeting to surmount the above said issue and place more number of students:

1. Two faculty members having MBA qualification may be appointed on lecture basis for MECH, MCA EE, ECE and CSE students to teach soft skills in this semester. As the current semester is going to be over by November 2017, the appointment of faculty may be done by inviting applications through an advertisement on college site and the interview may be conducted on 25.9.17 (Monday).
2. The salary of the appointed faculty may be paid from the student placement fund.

The Minutes of HODs meeting dated 18.09.2017 are placed as Annexure-XXIV, Page No.75)

Therefore, to impart training to the students for appearing in interview/entrance test for recruitment during campus placement, it was decided to hire two Assistant Professors as Guest Faculty having MBA qualification on lecture basis to teach “Qualitative aptitude and logical reasoning” to the student for above said purpose. An advertisement was given on institute website accordingly. A Walk-in interview was held on 25-09-2017 and 02 Guest Faculty were appointed for said purpose. The Salary of the appointed faculty will be paid from the student placement fund, which is charged Rs. 1000/- per semester from all students.

Complete case is put up before BOG for consideration & ratification please.

Item No.29.6 Regularization of services of Mrs. Savita Sharma w/o Late Sh. Vijay Kumar Sharma, Peon.

Mrs. Savita Sharma w/o Late Sh. Vijay Kumar Sharma, Peon, has requested vide letter dated 20-09-2017 for regularization of her services (Annexure-XXV, Page No.76)

It is informed that as per the approval of Hon'ble Chairman BOG vide file No. 974 dated 01.12.2014 (Annexure-XXVI, Page No.77-81), a post of Peon on 03 years contract basis was offered to Mrs. Savita Sharma vide appointment letter no. 6392-96 dated 05.12.2014 (Annexure-XXVII, Page No.82-83) on compassionate Ground in the Engg Wing of the Institute due to death of her husband Mr. Vijay Kumar Sharma, who was working as Junior Assistant in the Institute.

Mrs. Savita Sharma had joined as Peon in the Institute on 08.12.2014 (AN) and her contract period will be completed on 08.12.2017(AN).

It is also mentioned here that the Mr. Harsh Manni S/o Late Sh. Suman Kumar was appointed as Junior Technician by the BOG vide agenda item No. 28.04 (Annexure-XXVIII, Page No.84-88) on compassionate grounds due to death of his Father Mr. Suman Kumar, who was working in the institute as Junior Assistant. He was appointed on contract basis for a period of 02 years on regular pay scale and other admissible allowances. Further, it was decided that his services will be regularized based on his performance and requirement of the institute after completion of 02 years.". Accordingly, Mr. Harsh Manni was offered an appointment to the post of Junior Technician on compassionate ground vide this office letter no. 1736 dated 24.07.2017 (Annexure-XXIX, Page No.89-90).

As per the report dated 20-09-2017 submitted by Head of Department of Applied Sciences and Humanities, her work and conduct is very good & her services in the department are required. He has recommended for regularization of her services in the institute (Annexure-XXX, Page No.91). There are 21 posts of peon in the institute out of which 05 are lying vacant.

The Annual Confidential Reports (ACRs) of Mrs. Savita Sharma are given below:

<u>Year</u>	<u>Grading</u>
2014-2015	Very Good
2015-2016	Very Good
2016-2017	Very Good

In light of decision taken in the 28th meeting of BOG in regard to Mr. Harsh Mani, the complete case is submitted before the BOG for consideration and appropriate decision please.

Item No.29.7 Extension of Contract Period of Sh. Parvesh Puri, Clerk and Sh. Mukesh Sachdeva, Helper Health Club.

The following persons were appointed on contract basis for a period of one year on consolidated pay of Rs. 10,000/- p.m. as per detail below:

<u>Name & Designation</u>	<u>Date of appointment</u>
(1) Sh. Parvesh Puri, Clerk	01-01-2013
(2) Sh. Mukesh Sachdeva, Helper Health Club	01-01-2013

It was mentioned in the appointment letter of Sh. Parvesh Kumar that appointment shall be on contract initially for a period of one year and his services can be extended as per requirement and on the basis of his performance.

However, in case of Sh.Mukesh Sachdeva, Helper Health Club, nominee of Punjab Govt. has given following comments during the his appointment:

“ As per comments of scrutiny committee, the qualification for the advertised post of instructor-cum-caretaker(Health Club) is not at the level of Instructor. Therefore qualification of none of the candidates is suitable of said post. Since the scrutinizing committee suggested that it is upto the selection committee to select any of them whoever has applied for any lower post. It is not possible to appoint Mr. Mukesh Sachdeva for regular post due to overage. It is advisable to consider him on consolidated basis for a fixed period not exceeding by one year (if needed) for any lower post”

It is mentioned here that the contract of above said employees was extended from time to time with the approval of Hon'ble Chairman, BOG/ Board of Governors. Further, the monthly salary of Mr. Parvesh Puri, Clerk and Mr. Mukesh Sachdeva, Helper Health Club was subsequently increased to Rs.15000/- and Rs.12000/-, respectively with the approval of 16th meeting of BOG vide agenda item no. 16.10 and 24th meeting of BOG vide agenda item no. 24.7.

Their services were extended for the period of 01 year as per the decision taken in the 27th meeting of BOG vide agenda item no. 27.15.

Now, the above mentioned employees have given request dated 20.09.2017 to extend/ regularize their contract which is going to expired on 01.01.2018 respectively, their cases are duly recommended by the concerned section head. Copies of their requests are attached at Annexure-XXXI, Page No.92-93)

The matter is placed before the BOG for consideration and appropriate decision please.

Item No.29.8 Extension of Contract Period of Clerks - regarding.

Mr. Dinesh Kumar and Mrs. Shaminder Kaur were appointed under TEQIP-II on contract basis during year 2013 on a consolidated pay of Rs. 10,000/- per month initially for a period of one year. Subsequently their contracts were extended with the approval of BOG/Chairman BOG up to October 2016 as the TEQIP-II Project was supposed to be completed in October 2016. Further, their salary was also increased to Rs. 15000/- per month in the 16th meeting of BOG vide agenda item No. 16.10.

Here, it is mentioned that initially the TEQIP Project was upto Dec. 2014 but as per letter of NPIU, New Delhi dated 31-10-2014, the project was extended upto October, 2016 and accordingly their contracts were extended in 23rd Meeting of BOG vide Agenda item No. 23.10 up to 31st October 2016.

Both Mr. Dinesh Kumar and Mrs. Shaminder Kaur were selected as Clerks by following the prescribed procedure of advertising the posts in 03 leading newspapers and, subsequently, selected through duly constituted selection committee as per bye-laws of the institute.

In the Institute there are 05 sanctioned posts (direct recruitment) of Clerks in Polytechnic Wing and all are lying vacant. Therefore, their services were extended for the period of 01 year i.e. up to 31 October 2017 against the sanctioned vacant posts of clerks in Polytechnic Wing of the institute as per the decision taken in the 26th meeting of BOG vide agenda item no. 26.20.

Mr. Dinesh Kumar and Mrs. Shaminder Kaur have requested for extension/regularize of their contractual service period vide their request dated 20-09-2017 & 22-09-2017 (Annexure-XXXII, Page No.94-95)

respectively and their HOD/Incharge have recommended their cases for giving them further extension .

Both Mr. Dinesh Kumar and Mrs. Shaminder Kaur are performing their duties satisfactorily and their services are required in Accounts Section and office of Comp. Sci. and Engg. Respectively.

In the light of above, it is proposed to extend the contract of Sh. Dinesh Kumar, Clerk and Smt. Shaminder Kaur, Clerk for another period of 02 years against the sanctioned posts of Clerks in Polytechnic Wing of the Institute on the same terms and conditions as mentioned in their initial appointment letter on consolidated pay Rs.15000/- per month.

Submitted to BOG for consideration and approval please.

Item No.29.9 Pay protection of non-teaching contractual employees whose services have been regularized.

This item was put up in the 28th Meeting of BOG vide Agenda Item No. 28.23, wherein the Board has decided to put up this item in the next meeting of BOG.

In this regard, it is informed that some non-teaching employees were recruited on 3 year contract basis in the regular pay scale with a provision to extend their contract as per the requirement of the Institute & based on their satisfactory performance. Afterwards in compliance to the orders of DTE/IT, Punjab their services were regularized. At the time of regularizing their contractual services, they were given initial pay in their respective pay bands without protecting their salary.

After that, these employees had given representations to protect their salary. They have also attached a copy of memo no. 1058/S-2/ECC/2013 dated 02-07-2013 issued by DTE/IT, Punjab w.r.t. the employees of MIMIT, Malout vide which the salary of contractual staff, whose services were regularized, has been protected. Similarly, salary of contractual employees whose services were regularized have also been protected at BCET, Gurdaspur in its 27th Finance Committee meeting vide agenda item no. 27.5.

In the light of above, the case was put up in the 27th meeting of Finance Committee held on 28.01.2014 wherein it was decided to put up the case on a single file to Govt. of Punjab. Thereafter while reporting the minutes of 27th FC meeting in the 16th meeting of BOG held on 18.02.2014 vide agenda item no. 16.20(i) it was decided to protect the pay of teaching faculty from the date of their regularization by counting their previous

contractual service rendered in this institute. Further, it was decided that the case of pay protection of non-teaching staff be put up in next meeting of BOG after checking financial position of the Institute.

The complete case was put up in the 17th meeting of BOG held on 24.04.2014 vide agenda item No.17.14. Wherein it was decided to put up this case in the Finance Committee Meeting of the Institute

Thereafter, complete case was put up in the 28th meeting of Finance Committee held on 23.05.2014 vide agenda item no. 28.07, where in it was decided to put up this case in the next meeting of Finance Committee alongwith the practice followed for such employees in the other state managed engineering colleges.

Subsequently, Hon'ble Chairman BOG has written a DO letter No. SBS/CBOG/229 dated 6.10.2014 through Speed Post to Govt of Punjab for uniform implementation of the decision, whatsoever it may be, regarding protection of pay of teaching and non-teaching employees of the institute for their services performed in the institute on contract basis

A Memo. No. 744/S-2/ECC/2015 dated 13.05.2015, addressed to Hon'ble Chairman BOG, has been received from the office of Director Technical Education and Industrial Training, Punjab, on the above said subject matter. According to this letter, pay of teaching staff should be protected and arrears should also be paid. However, prior approval of Finance Committee and BOG should be taken. Similarly it was advised in this letter that pay of non-teaching staff should be protected and arrears

should also be paid but this decision should be taken in the Finance Committee and BOG meetings keeping in view the financial position of the institute. Memo No. 744/S-2/ECC/2015 dated 13.05.2015, received from the office of DTE/IT is placed as (Annexure-XXXIII, Page No.96).

Subsequently, this case was again put up in the 29th meeting of Finance Committee held on 16.06.2015 vide agenda item no. 29.12, where in it was decided not to count the period of contract services for giving the benefits of 4-9-14 under Assured Career Progression Scheme as Punjab Govt rules do not permit to count the period of service on ad-hoc or contract basis for this purpose. Further it was decided that the case for protecting the pay of non-teaching employees shall be put up in next meeting of Finance Committee with details of employee-wise financial implications and relevant rules of Punjab Govt.

Thereafter, a letter No. SBS/FZR/2813 dated 03.9.15 (Annexure-XXXIV, Page No.97)was written to DTE/IT Punjab for providing the relevant rules of Punjab Govt for protecting the pay of non-teaching employees after collecting from ACFA. Subsequently, a letter Memo No. 381/S-2/ECC/2016 dated 17.03.2016 has been received from the office of DTE/IT regarding fixing the pay of employees (Annexure-XXXV, Page No.98). This office has replied to office of DTE/IT vide Letter No. SBS/ESTB/7193 dated 21.03.2016 for seeking clarifications.

The non teaching employees have again given their representation vide diary no. 443 dated 29.04.2016 (Annexure-XXXVI, Page No.99), diary no. 649 dated 16.05.2016 (Annexure-XXXVII, Page No.100), and diary

no. 1023 dated 9.6.2016 (Annexure-XXXVIII, Page No.101) to protect their pay as per the orders of DTE/IT Memo No. 744/S-2/ECC/2015 dated 13.05.2015 (Annexure-XXXIII, Page No.96).

As per decision on 28th meeting of BOG vide agenda item no.28.23 the above said case is again put up before the BOG for appropriate decision please.

Item No 29.10 Transport Facilities for Students regarding

The institute has started transport facility for the students belonging to nearby area like Zira, Jallalabad, Guruharsai etc so as to encourage the students to take admission in our institute. This facility was started from July 2017 with the assumption that it will be operated on No-profit No-loss basis. However, when the students were asked to pay for the transport facility they have refused to pay for it. They wanted to avail the transport facility free of charges. Here it is worth mentioning that institute had purchased 02 buses (one 32 seats and one 25 seats) from the grant received from PSBTE/IT in the year 2016.

The approximate running expenditure for providing institute bus facility is Rs 1,06000.00 (One Lac six thousand only) per month (including fuel charges+ driver's pay+ attendant) without maintenance cost.

The matter is placed before the BOG to take the decision regarding:

1. Whether this facility should be provided free of charge to the students or it should be discontinued. .
2. Whether the cost already incurred on this facility shall be borne by the institute or it shall be recovered from the students with the fee to be paid by students in the next semester.

The matter is placed before the BOG for consideration & appropriate decision please.

Item No.29.11 Promotion of Sh. Sat Pal, Assistant Registrar

A complete case for Promotion of Mr. Sat Pal, Assistant Registrar was put up in the 28th meeting of BOG vide agenda item no. 28.16 (Annexure-XXXIX, Page No.102-108). for appropriate decision. In the said Meeting, the BOG had taken the following decision:

“After thoroughly discussing the Agenda Item the Board has found that Mr. Sat Pal was promoted to the post of Assistant Registrar on sympatric grounds against the institute bye laws No. 4.3 and against the decision of 13th meeting of BOG vide agenda item no. 13.1. However the Board has constituted following committee to enquire in the case in details:

- | | |
|--|-----------------|
| <i>1. Dr. Buta Singh Sidhu,</i> | <i>Chairman</i> |
| <i>Dean, MRS Punjab Technical University, Bathinda</i> | |
| <i>-cum-Member of BOG, SBSSTC, Ferozepur</i> | |
| <i>2. Representative of Govt. of Punjab</i> | <i>Member</i> |
| <i>3. Registrar, SBSSTC, FZR</i> | <i>Member</i> |

Further, it was decided that the recommendation of the committee should be put up to Govt. of Punjab.

The meetings of above said committee were held on 07.09.2017 and 14.09.2017. The report of the committee is placed as Annexure-XL, Page No.109-148).

The report of the committee is put up to the BOG for information before putting it to Govt of Punjab for necessary action.

**Item No 29.12 Payment of Ex Gratia Increment to Dr T S Sidhu, Campus Director
SBSSTC, Ferozpur**

Dr T S Sidhu has joined at Shaheed Bhagat Singh State Technical Campus, Ferozpur as Principal/Director on 24.02.2010 in the pay scale of 37400-67000+GP10000. His Basic pay has become Rs 79200 as on 1-7-2016 & his next increment was due on 1-7-2017, which was not given as his Basic pay will become more than Rs 80,000 after the grant of Increment. The rules regarding the grant of the increment in such case are not available. However it is mentioned here that in the case of Principal MIMIT, he was allowed an Ex Gratia increment (copy of letter attached as Annexure-XLI Page.149-150).

The grant of increment to an employee is very important to recognize his services towards the organization and to keep his morale high so that he keep on performing at his best for the welfare of the Organization. It is also mentioned here that the pay scale has already been revised by the Central Govt w.e.f 1-1-2016 and the same are due for the Teaching Faculty for revision w.e.f 1-1-2016. Therefore, after revision of pay scale, the ex-gratia increment if given to him will be adjusted in dues drawn.

The matter is placed before the BOG for consideration and appropriate decision please.

Item No. 29.13 Complaints against Regularization of Contractual employees and Recruitment of Faculty-regarding

The institute has received complaints through the office of Additional Chief Secretary to Govt of Punjab Department of Technical Education and Industrial Training vide Memo No. 03/05/2016-2TE2/1051698/1 dated 28.08.2017 and Director, Department of Technical Education and Industrial Training, Punjab vide Memo No. 4174 dated 14.08.2017 under the Subject “Informed about the corrupted way of Dr. T.S.Sidhu (Director) Shaheed Bhagat Singh State Technical Campus, Moga Road, Ferozepur, how he Regularize the services of Contractual Staff and Adhoc Staff working in Polytechnic Wing and Engineering Wing”. In this complaint, allegations are leveled against Institute Director for bypassing the Govt of Punjab for regularizing the services of contractual employees by adopting corrupt practices. The Institute has sent the reply to the office of Director, Department of Technical Education and Industrial Training, Punjab vide letter No. SBS/Fzr/2455 dated 24.08.2017 and to the office of Additional Chief Secretary to Govt of Punjab Department of Technical Education and Industrial Training vide letter No. SBS/Fzr/A-3/2815 dated 13.09.2017.

The copies of said complaints as received from the office of DTE/IT vide Memo No. 4174 dated 14.08.2017 and from the office of ACSTE vide Memo No. 03/05/2016-2TE2/1051698/1 dated 28.08.2017, and reply of the institute sent vide letter No. SBS/Fzr/2455 dated 24.08.2017 and letter No. SBS/Fzr/A-3/2815 dated 13.09.2017 are placed as Annexure-XLII, Page No.151-170) for perusal of BOG please.

Here it is informed that in the 22nd meeting of Building and Works Committee held on 01.08.2016 under the Chairmanship of Sh. M.P. Singh, IAS, Additional Chief Secretary to Govt of Punjab, Deptt of Technical

Education it was decided that if any employee/committee members have any complaint, he/she must file it on an affidavit. Accordingly, Institute vide letter No.SBS/Fzr/Estb./1335-39 dated 03.07.2017 had asked from the presidents of all Associations of this institute and from all Faculty & Staff members to file their complaints on an affidavit (**Annexure-B, page-2**) but none of the faculty/staff has given affidavit. Further the Presidents of Teaching & Non Teaching Associations have informed vide letter dated 10.07.2017 & dated 27.07.2017 that they didn't file any complaints (Annexure-XLIII, Page No.171-176).

In the Memo No. 03/05/2016-2TE2/1051698/1 dated 28.08.2017 received from the office of ACSTE, it is written that Complaint was made by Sh. Rakesh Kumar S/O Sh. Jagdish Kumar, Village Mishri Wala, Moga Road, Dist. Ferozepur. Accordingly, Institute had sent speed post on 05.09.2017 asking him to file the complaint on an affidavit to investigate the matter. However, the speed post was received back undelivered vide diary No. 2065 dated 11.09.2017 with the following comment (Annexure-XLIV, Page No.177):.

“ਸ਼੍ਰੀਮਾਨ ਜੀ ਪਿੰਡ ਵਿੱਚ ਪਤਾ ਕਰਨ ਤੇ ਇਸ ਨਾਂਮ ਦਾ ਕੋਈ ਆਦਮੀ ਨਹੀਂ ਹੈ। ਇਸ ਲਈ ਰਜਿਸਟਰੀ ਵਾਪਸ ਕੀਤੀ ਜਾਂਦੀ ਹੈ”।

Here it is informed that the services of contractual employees were regularized as per the direction/approval of BOG. The case for regularization the services of Contractual Faculty working in Engineering and Polytechnic Wing of the Institute was put up in the 24th meeting of BOG vide agenda item no. 24.16 held under the Chairmanship of Sh. M.P. Singh, IAS, Hon'ble Principal Secretary to Govt of Punjab, Department of Technical Education and Industrial Training

(Annexure-XLV, Page No. 178-181). In this meeting the Board has approved the committee for checking documents of the concerned faculty as per the guidelines prescribed in the regularization policy of Govt Promoted Engg. Colleges. The cases of eligible candidates should be sent to DTE/IT as per policy guidelines.

Subsequently, in the 26th Meeting of Bog vide Agenda Item No. 26.6, it was decided that a letter should be written to Principal Secretary Technical Education, Punjab to regularize the services of contractual employees pending in the office of DTE/IT, Punjab before the next BOG meeting. Otherwise, agenda items should be put up in next meeting of BOG for regularizing the services of contractual employees at the Institute level. Accordingly, a letter has been written to Hon'ble Additional Chief Secretary, Technical Education & Industrial Training, Punjab for conducting the CAS interviews and to regularize the services of contractual employees before the next BOG meeting vide letter no. SBS/E-3/4573-74 Dated 21-10-2016.

Thereafter, the case of regularization of services of teaching & non teaching staff was put up in 27th Meeting of BOG vide agenda item no. 27.6. While discussing the agenda item, the Campus Director and Registrar of the institute had brought to the notice of BOG about the procedure followed in the past for regularizing the contractual services of the employees. It was informed that as per existing practice such cases were sent to the office of DTE/IT for examining. However, the Board has decided to reconstitute the following Committee to check the eligibility, minimum required experiences, qualifications, sanctioned posts, original certificates etc of all such employees, whose contractual services are to be regularized:

- 1) Dr. Buta Singh, BOG Member and Dean, MRSPTU, Bathinda
- 2) Dr. A.K. Tyagi, Professor, DASH, SBSSTC, Feropzpur

- 3) Mr.J.K.Aggarwal, Registrar, SBSSTC, Ferozepur
- 4) Representative of DTE/PSBTE

Further, in this BOG Meeting, it was decided that at least 03 members of the committee should be present in the meeting. Further it was decided that recommendations of the above said committee shall be put up to Hon'ble Chairman of Society through the Chairman of BOG of the Institute for approval (Minutes of 27th Meeting of BOG are placed as Annexure-XLVI, Page No.182-188).

The meeting of said committee was held on dated 07.12.2016 for checking the eligibility, minimum required experiences, qualifications, sanctioned posts, original certificates etc of all such employees. The committee has submitted its proceedings with the remarks that the S.No.1 to 18 are in order and the S.No.19 (Mr.Narinder, Lab.Attendent) has not yet completed requisite period of 03 years experience and the case is also not in order as per the policy.

As per decision of 27th meeting of Board of Governors, the proceeding dated 07.12.2016 of the committee was submitted to Hon'ble Chairman, SBSCET Society-cum- Technical Education Minister, Punjab through Hon'ble Chairman, BOG for approval. Accordingly, the Services of S.No.01 to 18 were regularized vide letters dated 16.12.2016 as per approval given by Hon'ble Chairman, SBSCET Society-cum- Technical Education Minister, Punjab vide No.1096R dated 15,12,2016 received in the institute vide diary No.4144 dated 16.12.2016 Annexure-XLVII, Page No.189-191.

It is further informed that recruitment of faculty was done as per the approval received from the office of DTE/IT or as approved by BOG. In the

26th Meeting of BOG, it was decided that immediate efforts should be made to recruit the faculty at the earliest possible in order to comply with the objections raised by MRSPTU Bathinda.

Since the complaints have been received against the regularization of the services of contractual employees and recruitment of faculty, therefore, the BOG is requested to constitute an enquiry committee to enquire and investigate the above said complaints.

Item No 29.14 Recruitment of backlog of reserved categories posts-regarding

As per record/roster registers, it has been noticed that the appointment were made on direct recruitment posts in the starting of this Institution i.e. 1995/1996 without following roster points in sequence, As the appointment were made without following roster points, due to this some posts belong to reverse category are lying vacant. However, the desired ratio for general category and other reserved categories is maintained while filling the direct posts. Therefore, the vacant posts of reserved categories are lying vacant.

The Case is put up before the BOG for kind information and approval to fill up the backlog of reserved categories posts.

Item No.29.15 Ratification of the staff who have successfully completed their probation period after promotion.

Sh. Vijay Kumar Sharma and Sh. Ganesh Chandra was promoted to the post of Workshop Instructor and Supdtt. Gr.-II on dated 15.03.2017 and 02.08.2016, respectively. As per rules they were placed under probation for one year. Now, they have cleared their probation period after promotion vide office order no. Estb/SBS/FZR/139-142 dated 12.04.2017 and Estb/2515-16 dated 29.08.2017. Copy of office orders is attached at Annexure-XLVIII, Page No.192-193.

The matter is placed before the Board of Governor for consideration and ratification please.