

48th Meeting
Board of Governors, National Institute of Technology, Uttarakhand
(Through agenda by circulation)

BoG 48.01: Regarding extension of the service contract of Dr. Amardeep, Assistant Professor (Grade-II), Department of Civil Engineering.

Dr. Amardeep, Assistant Professor (Grade-II), Department of Civil Engineering was appointed vide Office Order No.A-80 dated 15/04/2015 as Assistant Professor (Grade-II) in the Department of Civil Engineering at PB-3. Accordingly he has joined the Institute on 08/05/2015 (FN) vide Office Order No.A-72 dated 11/05/2015 and signed the service contract agreement on dated 15/05/2015.

As per clause no.2 of contract agreement dated 15/05/2015 signed by the Dr. Amardeep (Party No.1) and Director, NIT Uttarakhand (Party No.2), "the Party No.1 shall be on service under the agreement for a maximum period of five years. The contract shall be renewed after three years on satisfactory, performance in teaching, good conduct and progress in Ph.D. work to be obtained annually. If the progress in Ph.D. work is not found satisfactory at any point of time during the contract period, the services of Party No.1 can be terminated without giving any notice".

As per the contract agreement dated 15/05/2015 vide clause No. 3, "On completion of Ph.D., the Party No.1 will be required to appear before the duly constituted committee as applicable for recruitment of faculty and provided that recommendation of the committee are accepted by the BoG for placing in another contract as indicated in para 4 below".


As per the contract agreement dated 15/05/2015 vide clause No. 4, "The Party No.1 will be required to execute agreement afresh after completion of Ph.D. and on completion of three years of his/her service after Ph.D., he/she will be required to appear before the duly constituted committee as applicable to recruitment of faculty. His/her service will be regularized only if the recommendations of the Committee are accepted by the BoG. To be eligible for AGP of ₹8,000/- a faculty is required three years' experience after Ph.D. or six years (not counting Ph.D. enrollment period) after obtaining M.Tech. degree".
(Annexure BoG 48.01).

As per the contract agreement, Dr. Amardeep has not completed Ph.D. within the five years period and his service could have been terminated on 07/05/2020 (AN). However, the service contract of Dr. Amardeep, Assistant Professor (Grade-II), Department of Civil Engineering has been extended seven times from 08/05/2020 to 31/07/2023 as per the resolution of the BoG vide agenda no. BoG: 25.05, BoG: 28.05, BoG: 31.04, BoG: 37.06, BoG: 40.19, Chairman Note dated 01.12.2022 and BoG: 44.10. His last extension is upto 31/07/2023. **(Annexure BoG 48.02)**

There is a condition (point no.3) in appointment letter of Dr. Amardeep which states that "*The appointment shall be on contract basis for a maximum period of five years. Initially appointment shall be for the period of three years. The appointee has to complete his/her Ph.D. within a period of five years from the date of his/her joining, else, the services will be terminated on expiry of five years. Further, the appointee is required to serve the Institute on contract for not less than 3 years after successful acquiring Ph.D. degree, after which he/she will be absorbed as a regular Assistant Professor. The contract will be renewable every year on the conditions of good performance in teaching good conduct and satisfactory progress in Ph.D. work. This contractual service will be counted for administrative and other service benefits. During their service they will also be eligible to draw an annual increment*". **(Annexure BoG 48.03).**

Since, Dr. Amardeep has completed his Ph.D. after five years of tenure (08/05/2015 to 07/05/2020) on 20/05/2022. The appointee may be considered for regular appointment (i.e. in Grade 8000) only after completion of 3 years after Ph.D. Now, as Institute cannot consider him for upgradation to AGP 8000, Dr. Amardeep may be given 3.5 years extension after completion of Ph.D. i.e. from 20/05/2022.

The Board is requested to approve the proposal.


**I/c. Registrar &
Secretary, BoG**