



PONDICHERRY UNIVERSITY PUDUCHERRY – 605 014



122nd MEETING OF THE EXECUTIVE COUNCIL

Date: 20.08.2016

AGENDA & NOTES

CONFIDENTIAL

**PONDICHERRY UNIVERSITY
PUDUCHERRY**

**ONE HUNDRED AND TWENTY-SECOND MEETING OF THE
EXECUTIVE COUNCIL**

DATE: 20.08.2016

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

TIME: 11:00 A.M.

CONFIDENTIAL

For Approval			
131.	2016.122.131	To confirm the minutes of the 121 st meeting of the Executive Council held on 05.05.2016. Annexure-I	1
132.	2016.122.132	To record the Action Taken Report of the 121 st meeting of the Executive Council held on 05.05.2016. Annexure-II	1
133.	2016.122.133	To approve the submission of unaudited Annual Accounts for the year 2015-16 to the Principal, Director General (Audit) Chennai, Tamil Nadu on behalf of the CAG of India for certification. Annexure-III	2
134.	2016.122.134	To nominate two persons of the Executive Council as per Statute 1(A)(2) of the Pondicherry University Act/Statute in connection with the appointment of next Vice-Chancellor.	3
Ratification			
135.	2016.122.135	To ratify the voluntary retirement tendered by Shri B. Boopalan, Senior Assistant, Department of Philosophy of this University with effect from 28.03.2016.	9
136.	2016.122.136	To ratify the sanction of extraordinary leave to Dr. Jitendra Mohan Mishra, Assistant Professor, Department of Tourism Studies of this University for a period of three years w.e.f. 31.05.2016 to 30.05.2019 so as to join the post of Associate Professor in Tourism Management at Indira Gandhi National Tribal University, Amarkantak, (MP).	22

137.	2016.122.137	To ratify the sanction of Study Leave to Dr. Barani Ganth, Assistant Professor in the Department of Applied Psychology, School of Physical, Chemical & Applied Sciences of this University for a period of one year w.e.f. 15.06.2016 to 14.06.2017 to visit USA for doing UGC sanctioned Raman Fellowship for Post Doctoral Studies.	29
138.	2016.122.138	To ratify the sanction of extension of EOL to Dr. R. Rukkumani, Assistant Professor in the Department of Biochemistry & Molecular Biology, School of Life Sciences of this University for a period of one more year from 04.07.2016 to 03.07.2017 so as to continue in the post of Assistant Professor in Biotechnology at University of Madras, Chennai.	30
139.	2016.122.139	To ratify the sanction of sabbatical leave to Dr. G. Poyyamoli, Associate Professor, Department of Ecology & Environmental Sciences and Dr. H. Kalpana, Associate Professor, Department of English of this University for a period of six months during the academic year 2016-17.	31
140.	2016.122.140	To ratify the resignation of Dr. Mohammed Mustafa, Assistant Professor, Department of History, School of Social Sciences and International Studies of this University w.e.f. 19.01.2015 FN.	37

**2016.122.131 To confirm the minutes of the 121st meeting of the
Executive Council held on 05.05.2016**

ANNEXURE – I

**2016.122.132 To record the Action Taken Report of the 121st meeting
of the Executive Council held on 05.05.2016**

ANNEXURE – II

2016.122.133

**TO APPROVE THE SUBMISSION OF UNAUDITED ANNUAL ACCOUNTS
FOR THE YEAR 2015-16 TO THE PRINCIPAL DIRECTOR GENERAL
(AUDIT) CHENNAI, TAMIL NADU, ON BEHALF OF THE CAG OF INDIA
FOR CERTIFICATION**

The unaudited Annual Accounts of Pondicherry University for the year 2015-16 is placed (**Annexure-III**) before the Executive Council with a request to approve the submission of these accounts to audit for certification.

2016.122.134

TO NOMINATE TWO PERSONS OF THE EXECUTIVE COUNCIL AS PER STATUTE 1(A)(2) OF THE PONDICHERRY UNIVERSITY ACT/STATUTE IN CONNECTION WITH THE APPOINTMENT OF NEXT VICE-CHANCELLOR

The President of India in his capacity as the Visitor of the Pondicherry University has dismissed Prof. Chandra Krishnamurthy from the post of Vice-Chancellor of Pondicherry University (**copy of dismissal order No.39-2/2015-Desk (U), dated 4th July, 2016 is enclosed**) and requested two nominees of the Executive Council of the University on the Committee for the appointment of Vice-Chancellor of Pondicherry University may please be provided to the Ministry immediately to enable them to set in motion the process of appointment of the Vice-Chancellor of Pondicherry University (as per letter No. F.39-18/2016-CU-1, dated 08.07.2016).

The Statutory provision under the Pondicherry University Act for appointment of Vice-Chancellor reads as follows:

Statute 1A(1) The Vice-Chancellor shall be appointed by the Visitor from a panel of not less than three person, who shall be recommended by a Committee as constituted under clause (2) and the panel shall be prepared in the alphabetical order and shall not indicate any order of preference:

Provided that if the Visitor does not approve of any of the persons included in the panel, he may call for a fresh panel.

(2) The Committee referred to in clause (1), shall consist of three persons, none of whom shall be an employee of the University or a member of the Court, Executive Council or Academic Council or connected with an Institution recognized by or associated with the University. Out of the three persons, two shall be nominated by the Executive Council and one by the Visitor and the nominee of the Visitor shall be the convener of the Committee.

The council may propose two nominees for the Committee to be constituted under Statute 1(A)(2).

Confidential
E-mail/Speed post

No. 39-2/2015- Desk (U)
Government of India
Ministry of Human Resource Development
Department of Higher Education
CU Division

Shastri Bhawan, New Delhi
Dated: the 4th July, 2016

ORDER

Whereas Dr. Chandra Krishnamurthy was appointed as Vice- Chancellor (VC) of Pondicherry University on 1.2.2013. Numerous complaints relating to plagiarism, furnishing fraudulent C.V., involvement in unethical and unlawful practices and maladministration committed by the VC, Pondicherry University were brought to the notice of the Government by the various quarters, including President's Secretariat, Members of Parliament, Prime Minister's Office and the General Public.

2. Whereas taking cognisance of the complaints, a Show Cause Notice dated 21st August, 2015 was issued to the VC, Pondicherry University with the approval of the President of India in his capacity as the Visitor of the Pondicherry University, in exercise of his powers vested in him under section 16 of the General Clause Act, 1897 calling upon the VC to show cause as to why she should not be dismissed from the post of Vice-Chancellor, Pondicherry University and directing her to submit her reply in this regard within 21 days of the receipt of notice for consideration of the Visitor. The following six charges were levelled against the VC in the said show cause notice:-

- (a) In her application for the post of Vice-Chancellor of Pondicherry University, she had claimed to have authored three books whereas it has been established that only one book titled "Legal Education in India" was authored by her and that too is about 98% plagiarized, according to the experts.
- (b) She had also claimed that she has 25 articles/publications to her credit whereas only one is traceable (in open repository) and that too is about 75% plagiarized.
- (c) No evidence is available of her guiding 9 Ph.D. students as claimed by VC.
- (d) No evidence is on record to authenticate that VC had the title of a 'Professor' before her appointment as Vice-Chancellor of Pondicherry University.
- (e) VC had extended the tenure of Prof. S. Hariharan as Director, Academic Staff College whereas as per UGC Guidelines for Academic Staff Colleges, appointment to the post of Director should be through constitution of a Selection Committee.
- (f) Students of the University are on strike from 25.7.2015 and the VC failed to handle the situation properly which was expected from a person holding the high post of VC of the University.

3. Whereas the VC, Pondicherry University vide the Writ Petition No. 29351 & 29352 of 2015 challenged this show cause notice in the Hon'ble High Court of Madras. This Writ Petition was dismissed by the Hon'ble Court in the hearing on 15.12.2015, but the VC was given further four weeks time to reply to the show cause notice from the date of the order.

4. Whereas the VC again filed a petition, challenging the judgement dated 15.12.2015 before the Division Bench of High Court, Madras by WA Nos. 18 to 21 of 2016. The High Court vide order dated 11.01.2016 disposed of the petition by granting two weeks time to reply to the show cause notice from the date of the order.

5. Whereas the VC, instead of furnishing the reply to the Show Cause Notice in compliance of the judgement of the Hon'ble High Court of Madras, preferred Special Leave Petition (C) Nos. 4853-4856/2016 before Supreme Court of India against the directions of High Court of Madras. Hon'ble Supreme Court on 14.3.2016 dismissed the SLP by extending the time granted by the High Court for filing a reply to the Show Cause Notice by three weeks from 14.3.2016.

6. Whereas the VC, Pondicherry University vide her letter dated 30.3.2016 submitted her reply to the aforesaid Show Cause Notice. In her reply, the VC has initially made the following submissions:-

- (a) With due respect for the academic system, this reply is submitted as per the directives of the Supreme Court.
- (b) The show cause notice was based on the findings of a Fact Finding Committee, the constitution of which itself was against the provisions of the Pondicherry University Act and their findings are in violation of rules of natural justice. Hence, their findings are erroneous and not based on facts.
- (c) Compulsory Wait Order does not have the approval of Visitor.
- (d) The show cause notice and compulsory wait order have been issued without giving any opportunity to explain the position.
- (e) The compulsory wait order was hosted on the website of the University when she was on leave.
- (f) Even before the show cause notice was issued to her at the MHRD office on 25.8.2015, the leading newspapers carried the news that a show cause notice has been issued to her.
- (g) No notice of appointment of a Fact Finding Committee by the UGC was communicated to her.
- (h) No opportunity was given before coming to the provisional conclusion of dismissing from the post of Vice-Chancellor.
- (i) Annexure-2 was incomplete to the extent that one volume was forwarded alongwith show cause notice and only on the Courts direction the remaining six volumes were furnished.

7. Whereas the above submissions of the VC with regard to the Show Cause Notice have been found baseless as the allegations have been specifically disclosed in the Show Cause Notice. The aforesaid Notice and the Compulsory Wait Order were issued with the due approval of the Visitor.

8. Whereas the VC has further given reply, charge-wise, to the Show Cause Notice. The reply of the VC was examined in detail. Dr. Krishnamurthy's reply in five out of the six charges levelled against her i.e. charges at (a), (b), (c), (e) and (f) of para 2 above are unsatisfactory and as such, she cannot be absolved of all the charges.

9. Whereas it was observed that Dr. Chandra Krishnamurthy as VC of Pondicherry University, being the head of Executive Council, Academic Council, Finance Committee, Selection Committee etc. was responsible for seeing that no irregularities in appointments or other affairs of the University are permitted. The post of Vice Chancellor is a post of pivotal importance and the entire discipline and ethos of the University revolve around the conduct of VC. The VC, Pondicherry University has tampered not only with the Act & Statutes of the University but also indulged herself in the acts that are unbecoming of a person supposed to hold the position of VC that requires highest level of integrity and morals under the relevant UGC regulations.

10. Whereas the Show-Cause-Notice as also the reply of the VC, Pondicherry University have been considered and found that the explanations offered by Dr. Krishnamurthy are unsatisfactory and not capable of acceptance in view of grave nature of the charges. It is appropriate that Dr. Krishnamurthy ought to be dismissed.

11. Whereas as per Section 16 of the General Clauses Act, 1897, "Power to appoint includes power to suspend or dismiss. Where, by any Central Act or Regulation, a power to make any appointment is conferred, then, unless a different intention appears, the authority having power to make the appointment shall also have power to suspend or dismiss any person appointed in exercise of that power". The President in his capacity as the Visitor of the Central Universities is the appointing authority of the VC, Pondicherry University.

12. Now, therefore, the President of India, in his capacity as the Visitor of Pondicherry University and appointing authority of the Vice-Chancellor in exercise of the powers conferred upon him in terms of Section 16 of the General Clauses Act, 1897 has, after consideration of material available on record and the reply of the VC, been pleased to dismiss Dr. Chandra Krishnamurthy from the post of Vice-Chancellor, Pondicherry University with immediate effect.

[Signature]

[Signature]

(Dr Sukhbir Singh Sandhu)

Joint Secretary to the Government of India

- ④
- 4/11/16
1. Dr. Chandra Krishnamurthy, A/14, Bhaskar Nivas, Yari Road, Versova, Andheri West, Mumbai - 400061.
 2. Registrar, Pondicherry University, Kalapet, Puducherry, 605014.
 3. Shri Shakil Alam, OSD (S, R&R) President's Secretariat, New Delhi, w.r.t. I.D. No. CIII-07009/3/2015-CA-III dated 28 June, 2016.
 4. PS to HRM, MHRD, Shastri Bhawan.
 5. Sr. PPS to Secretary, HE, MHRD, Shastri Bhawan.
 6. Secretary, UGC, 35, Firoz Shah Road, New Delhi -110001.
- ① 17/11/16

Email/By Speed

No. F. 39-18/2016-CU-I
Government of India
Ministry of Human Resource Development
(Department of Higher Education)

Shastri Bhawan, New Delhi,
Dated the 08.07.2016

To,

The Registrar,
Pondicherry University,
Puducherry.

Sub: Appointment of Vice-Chancellor of Pondicherry University – reg.

Sir,

I am directed to refer to the subject mentioned above and to say that the President of India in his capacity as the Visitor of the Pondicherry University has dismissed Prof. Chandra Krishnamurthy from the post of Vice Chancellor of Pondicherry University. (Copy of dismissal order No. 39-2/2015-Desk (U) dated 4th July, 2016 is enclosed).

2. Provisions of Statute of Pondicherry University Act relating to appointment of VC of Pondicherry University stipulates as under:

1A(1) The Vice-Chancellor shall be appointed by the Visitor from a panel of not less than three persons, who shall be recommended by a Committee as constituted under clause (2) and the panel shall be prepared in the alphabetical order and shall not indicate any order of preference:

Provided that if the Visitor does not approve of any of the persons included in the panel, he may call for a fresh panel.

(2) The Committee referred to in clause (1), shall consist of three persons, none of whom shall be an employee of the University or a member of the Court, Executive Council or Academic Council or connected with an institution recognised by or associated with the University. Out of the three persons, two shall be nominated by the Executive Council and one by the Visitor and the nominee of the Visitor shall be the convener of the Committee.

3. It is, therefore, requested that the two nominees of the Executive Council of the University on the Committee for the appointment of Vice-Chancellor of Pondicherry University may please be provided to the Ministry immediately to enable them to set in motion the process of appointment of the VC of Pondicherry University.

4. Procedure as stipulated in this Department's letter dated 12.3.2015 (copy enclosed) should also be kept in view by the University.

Yours faithfully,

Encls. As above.



(Ramji Pandey)

Under Secretary to the Government of India
Tel. No. 23384412

F.No.19-12/2015-Desk(U)
Government of India
Ministry of Human Resource Development
Department of Higher Education

Shastri Bhawan, New Delhi
Dated: 12th March, 2015

To

All Vice Chancellors of Central Universities
(As Per List Attached)

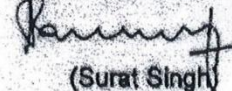
Subject: Procedure for nomination of persons by Executive Council to the Search-cum-
Selection Committees for appointment of Vice Chancellors in Central
Universities.

Sir/Madam,

The Vice Chancellor in Central University, being the ex-officio Chairman of the Executive Council, presides over the meetings of Executive Council. As per present practice, the Vice Chancellor and other Member(s) of EC, who participate in the meetings of EC wherein the nominees of EC are decided for the Search Committee for appointment of Vice Chancellor, also apply, at times, for the post of Vice Chancellor of the same Central University. This is not the healthy and ethical practice and it cannot be denied that it involves conflict of interest.

In order to avoid this conflict of interest, it has been decided that the Vice Chancellor who is aspirant to be the Vice Chancellor for the second term or any other Member(s) of EC who intends to be a candidate for the post of Vice Chancellor, as may be the case, will recuse themselves and will not participate in the meeting of EC during the discussion of the agenda item wherein the nominees of Executive Council are to be selected for the Search Committee for appointment of Vice Chancellor. In case, the Vice Chancellor or any other Member(s) of the Executive Council who are desirous to be the candidates for the post of Vice Chancellor, attend such meeting of the Executive Council, they shall be deemed to be disqualified as candidates for the post of Vice Chancellor.

Yours faithfully,

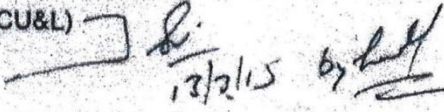


(Surat Singh)

Deputy Secretary to the Government of India
Tele: 23381696

Copy for information to:

1. Sr. PPS to Secretary(HE)/ PS to JS(CU&L)
2. All USs/DSs in CU Bureau



2016.122.135

TO RATIFY THE VOLUNTARY RETIREMENT TENDERED BY SHRI B. BOOPALAN, SENIOR ASSISTANT, DEPARTMENT OF PHILOSOPHY OF THIS UNIVERSITY WITH EFFECT FROM 28.03.2016

Shri B. Boopalan, Senior Assistant, Department of Philosophy of this University requested to relieve him from the services of this University on Voluntary Retirement to take care of his family members at France (**Enclosure -I**).

Shri B. Boopalan was appointed as Typist-cum-Clerk in the University on 01.11.1990 in the scale of pay of Rs. 950-20-1150-EB-25-1500 and he was promoted as Assistant (Personal) on 28.07.2006 in the scale of pay of Rs. 4000-100-6000/-. Subsequently he was promoted as Senior Assistant on 16.05.2011 on Personal basis in the pay band of Rs. 9300-34800/- with grade pay Rs.4200/-.

But Shri Boopalan has joined in duty as Senior Assistant on personal basis only on 09.03.2016 after availing leave as follows:-

E.L. : from 10.03.2011 to 20.12.2011 (**286 days**)

H.P.L.: from 21.12.2011 to 09.03.2012 (**79 days**)

H.P.L.: from 10.03.2012 to 02.11.2012 (**238 days**) – salary regulated as half pay vide I.D. Note 16.04.2012 & LSO dt.27.09.2012

E.O.L.: from 03.11.2012 to 08.03.2016 (**1222 days**)

As per FR & SR 56, he has fulfilled the conditions for voluntary retirement except for 3 months notice period. But the appointing authority at its discretion can accept a notice of less than 3 months but commutation of pension can be applied for only after the expiry of notice period of 3 months.

In the Office Memorandum issued by the Ministry of Personnel, P.G. & Pensions (Dept. of Personnel & Training) states that a Government Servant applies for Voluntary retirement while already on extra-ordinary leave other than on medical ground, the notice period need not be insisted upon and his request may be accepted (**Enclosure -II**).

Further, Shri B. Boopalan has completed 20 years of service (as on 31.10.2010), i.e before taking 5 years of his leave starts. As per rules 48 & 48-A, FR 56 “The Appointing Authority, as its discretion can accept a notice of less than three

months but commutation of pension can be applied for only after the expiry of normal notice period of three months (**Enclosure -III**).”

In view of the Office Memorandum issued by the Ministry of Personnel, P.G. & Pensions (Dept. of Personnel & Training) and as per rules 48 & 48-A, FR 56, the Voluntary Retirement tendered by Shri B. Boopalan, Senior Assistant, Department of Philosophy was accepted and relieved of his duties from this University with effect from 28.03.2016 by waiving the 3 Months notice period w.e.f. 28.03.2016, subject to ratification by the Executive Council vide Office Order No. 493 (PU/ESTT/NT-3/2014-15/429), dated 28.03.2016 (**Enclosure -IV**).

For ratification of the Council.

1201/PU/PRIL/ Submission in V-R S / 10/3/16
B. Boopalan

Enclosure-I

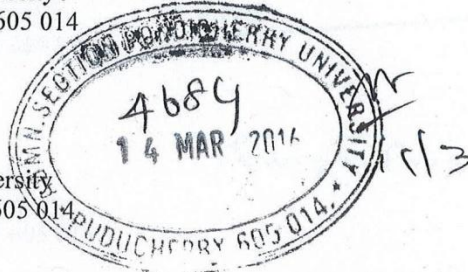
From

B. Boopalan
Senior Assistant
Pondicherry University
PUDUCHERRY 605 014

Date: 10-03-2016

To

The Registrar
Pondicherry University
PUDUCHERRY 605 014



PU/Regr/No. 2628
DT. 11/03/2016

AN
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14/3/16
R
14/3/16

Sir,

Sub: Submitting VRS on personal grounds – Reg.

-ooo0ooo-

I humbly submit to you that my Family members are residing at France and my children are doing higher education. As my presence are more essential to take care of my family members at France, I proposed to submit my VRS to the University on personal grounds.

Hence, I request you to relieve me from the service of this University w.e.f. 25-03-2016, duly waiving 3 months notice period on personal grounds. Further, I inform you that I have no dues in this University.

Thanking you,

Yours faithfully,

(B. BOOPALAN)

Forwarded
B.R. Shantha Kumari
10/03/2016
Dr. B.R. SHANTHA KUMARI
ASSOCIATE PROFESSOR & HEAD
DEPARTMENT OF PHILOSOPHY
PONDICHERRY UNIVERSITY
PONDICHERRY - 605 014

Yasr

Forwarded.
Halini J. Thampy
10/3/16

DEAN
SCHOOL OF HUMANITIES
PONDICHERRY UNIVERSITY
PUDUCHERRY - 605 014

Pu/Sok/2015-16/2287

SR (Adm) PU/Phil/2015-16/1255

PONDICHERRY UNIVERSITY SCHOOL OF HUMANITIES	
Ref No: 2601.....	
Date: 9/3/16.....	
O.M	A.R

Date: 09-03-2016

From

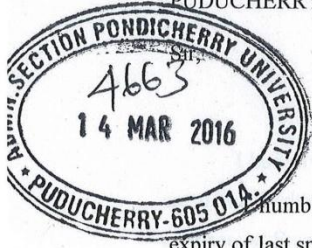
B. Boopalan
Senior Assistant (on EOL)
Pondicherry University
PUDUCHERRY 605 014

To

The Registrar
Pondicherry University
PUDUCHERRY 605 014

Through Proper channel

11/3



Sub: Reporting to duty after availing EOL - Reg.

-ooo0ooo-

I humbly submit to you that I report to my duty on the FN of 9th March, 2016 after expiry of last spell of 5 years of EOL up to 8th March, 2016, for my stay at Paris, France due to my family commitments.

Thanking you,

Yours faithfully,

B. Boopalan
(B. BOOPALAN)

Forwarded
B. R. Shanthi Kumari
ASSOCIATE PROFESSOR & HEAD
DEPARTMENT OF PHILOSOPHY
PONDICHERRY UNIVERSITY
PONDICHERRY - 605 014

Forwarded.
Malini J. Thang

9/3/16
DEAN
SCHOOL OF HUMANITIES
PONDICHERRY UNIVERSITY
PUDUCHERRY - 605 014

PU/SoH/2015-16/2287

Enclosure - II

No. 25013/3/2003 -Estt. (A)
Government of India
Ministry of Personnel, P.G. & Pensions
(Department of Personnel & Training)

New Delhi, dated the 17th June, 2003

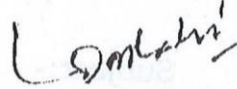
OFFICE MEMORANDUM

Subject:- Scheme of Voluntary Retirement for Central Government employees.

Attention of all Ministries/Departments is invited to the provisions contained para 3(xlii) of Department of Personnel & Training O.M. No. 25013/7/77-Estt.(A) dated 26.8.1977 and clarifications contained in O.M. No. 25013/10/85-Estt.(A) dated 5.7.1985 on the above subject. It has been laid down in the Office Memoranda referred to above, that a Government servant giving notice of voluntary retirement may also apply, before the expiry of the notice, for the leave standing to his credit which may be granted to him to run concurrently with the notice period except in the case of Extra-ordinary Leave as such leave whether on medical ground or on private affairs can not be termed as leave standing to the credit of a Government servant. The matter has been reviewed and it has been decided to modify the provisions contained in para 3 (xlii) of O.M. No. 25013/7/1977-Estt.(A) dated 26.8.1977 and O.M. No. 25013/10/85-Estt.(A) dated 5.7.1985 as follows:-

Para 3(xlii) A Government servant giving notice of voluntary retirement may also apply, before the expiry of the notice, for the leave standing to his credit which may be granted to him to run concurrently with the period of notice. Extra-ordinary leave is not termed as leave standing to his credit and therefore, it cannot run concurrently with the period of notice given by him for seeking voluntary retirement. In case, a Government servant applies for voluntary retirement while already on extra-ordinary leave other than on medical ground, the notice period need not be insisted upon and his request may be accepted with immediate effect provided he is clear from vigilance angle. However, if a Government servant while already on extra-ordinary leave on medical ground, applies for voluntary retirement, the notice period, if any, given may be accepted and he may be allowed to retire after the expiry of the notice period subject to vigilance clearance.

2. In so far as persons serving in the Indian Audit and Accounts department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.



(V.A. PILLAI)

Under Secretary to the Government of India

To

All Ministries/Departments of the Govt. of India with usual number of spare copies.

(X)

-255- Enclosure-III

21

Quitting Service — Other than Superannuation

1. Voluntary Retirement

[Swamy's — FR & SR, Part-I and Pension Compilation]

1. An employee has the right to retire and get pensionary benefits by giving three months' notice to the Appointing Authority—

(i) *After attaining the age of 50 years:*

Groups 'A' and 'B' Officers who had entered service before attaining the age of 35 years.

(ii) *After attaining the age of 55 years:*

Groups 'A' and 'B' Officers other than (i) above;
All Group 'C' employees.

(iii) *On completion of 30 years' qualifying service:*

All employees.

Retirement becomes effective on the expiry of notice period, without awaiting appointing authority's approval, unless the official is under suspension.— *FR 56; Rule 48.*

2. Employees have the option to retire voluntarily on completion of 20 years' qualifying service by giving three months' notice, which requires acceptance by the Appointing Authority.

Retirement will take effect on expiry of notice period, unless before expiry thereof, permission for retirement is refused by the Appointing Authority.— *Rule 48-A.*

If applied while on extraordinary leave other than on medical grounds, the notice period need not be insisted upon and his request may be accepted immediately.— *Rule 48-A, GID (1).*

3. Notice can be withdrawn with the permission of the Appointing Authority before the intended date of retirement.— *Rules 48 & 48-A, FR 56.*

4. The Appointing Authority, at its discretion can accept a notice of less than three months; but commutation of pension can be applied for only after the expiry of normal notice period of three months.— *Rules 48 & 48-A, FR 56.*

CCS Pension Rules

RULE 48-A]

REGULATION OF AMOUNTS OF PENSIONS

99

Appointing Authority to accept notice of less than three months giving reasons therefor.

- (b) On receipt of a request under Clause (a), the Appointing Authority may consider such request for the curtailment of the period of notice of three months on merits and if it is satisfied that the curtailment of the period of notice will not cause any administrative inconvenience, Appointing Authority may relax the requirement of notice of three months on the condition that the Government servant shall not apply for commutation of a part of his pension before the expiry of the period of notice of three months.

(2) A Government servant, who has elected to retire under this rule and has given the necessary intimation to that effect to the Appointing Authority, shall be precluded from withdrawing his election subsequently except with the specific approval of such authority:

Provided that the request for withdrawal shall be within the intended date of his retirement.

(3) For the purpose of this rule, the expression 'Appointing Authority' shall mean the authority which is competent to make appointments to the service or post from which the Government servant retires.

For consolidated instructions regarding premature retirement of Government servants and orders issued thereunder see Appendix-5.

48-A. Retirement on completion of 20 years' qualifying service

(1) At any time after a Government servant has completed twenty years' qualifying service, he may, by giving notice of not less than three months in writing to the Appointing Authority, retire from service.

Provided that this sub-rule shall not apply to a Government servant, including scientist or technical expert who is—

- (i) on assignments under the Indian Technical and Economic Co-operation (ITEC) Programme of the Ministry of External Affairs and other aid programmes.
- (ii) posted abroad in foreign based offices of the Ministries / Departments,
- (iii) on a specific contract assignment to a foreign Government,

unless, after having been transferred to India, he has resumed the charge of the post in India and served for a period of not less than one year.

(2) The notice of voluntary retirement given under sub-rule (1) shall require acceptance by the Appointing Authority:

Provided that where the Appointing Authority does not refuse to grant the permission for retirement before the expiry of the period specified in the said notice, the retirement shall become effective from the date of expiry of the said period.

(3) Deleted.

(3-A) (a) A Government servant referred to in sub-rule (1) may make a request in writing to the Appointing Authority to accept notice of voluntary retirement of less than three months giving reasons therefor;

(b) On receipt of a request under Clause (a), the Appointing Authority subject to the provisions of sub-rule (2), may consider such request for the curtailment of the period of notice of three months on merits and if it is satisfied that the curtailment of the period of notice will not cause any administrative inconvenience, the Appointing Authority may relax the requirement of notice of three months on the condition that the Government servant shall not apply for commutation of a part of his pension before the expiry of the period of notice of three months.

(4) A Government servant, who has elected to retire under this rule and has given the necessary notice to that effect to the Appointing Authority, shall be precluded from withdrawing his notice except with the specific approval of such authority:

Provided that the request for withdrawal shall be made before the intended date of his retirement.

(5) The pension and ¹[retirement gratuity] of the Government servant retiring under this rule shall be based on the emoluments as defined under Rules 33 and 34 and the increase not exceeding five years in his qualifying service shall not entitle him to any notional fixation of pay for purposes of calculating pension and gratuity.

(6) This rule shall not apply to a Government servant who—

(a) retires under Rule 29, or

(b) retires from Government service for being absorbed permanently in an Autonomous Body or a Public Sector Undertaking to which he is on deputation at the time of seeking voluntary retirement.

EXPLANATION.— For the purpose of this rule, the expression "Appointing Authority" shall mean the authority which is competent to make appointments to the service or post from which the Government servant seeks voluntary retirement.

1. Substituted *vide* G.I., Dept. of P. & P.W., Notification No. 2/18/87-P. & P.W. (PIC), dated the 20th July, 1988, published as S.O. No. 2388 in the Gazette of India, dated the 6th August, 1988.

(ii) in the case of a person appointed by direct recruitment terminate his services under the University without notice.

(3) Every person appointed to a permanent post under the University by promotion or by direct recruitment shall, on satisfactory completion of his period of probation be eligible for confirmation in that post.

(4) No employee shall be confirmed in any post unless—

(i) the service of the employee under the University is approved by the Appointing Authority.

Seniority

7. The seniority of an employee regularly appointed to a post according to rule shall be determined by the order of merit indicated at the time of initial appointment, provided that the relative seniority of all direct recruits shall be determined by the order of merit in which they are selected for such appointment on the recommendation of the duly constituted selecting authority irrespective of date of joining the post, persons appointed as a result of an earlier selection being senior to those appointed as a result of subsequent selection.

Temporary and permanent service

8. (i) An Employee shall be a temporary employee of the University until he is confirmed in a post under the University.

(ii) An Employee confirmed in any post under the University shall be a permanent employee of the University.

Termination of service

9. (1) The Services of a temporary employee may be terminated by the Vice-Chancellor/ Executive Council without assigning any reason at any time by a notice of one month in writing given to the employee or forthwith by payment to him of a sum equivalent to the amount of his pay plus allowances for the period of the notice at the same rates at which he was drawing them immediately before the termination of his services, or as the case may be, for the period by which such notice falls short of one month.

(2) The services of a permanent employee may be terminated by the Vice-Chancellor/ Executive Council at any time by a notice of three months or on payment of pay and allowances drawn by him immediately before the termination of his service for such period as the notice falls short of three months, or without notice on payment of three months' pay plus allowances drawn by him immediately before the termination of his service, if the post in which he was confirmed is abolished.

(3) An employee who is given notice of termination of service under clause (2) may be granted, during the period of notice, such earned leave, as may be admissible to him, and, where the leave so admissible and granted is more than three months, his services shall be terminated on the expiry of such leave.

Retirement

10. (1) Except as otherwise provided in this rule, every employee of the University shall retire from service on the afternoon of the last day of the month in which he attains the age of 60 years provided that an employee whose date of birth is the first of a month shall retire from service on the afternoon of the last day of the preceding month on attaining the age of sixty years.

(2) No employee shall be granted extension in service beyond the age of retirement of 60 years (save under special circumstances with the sanction of Executive Council).

However, in any case of service exigencies, the services of any employee are required, beyond the age of superannuation, such employee, on a case to case basis may be allowed to continue in service on "re-employment terms & conditions" for a maximum period of two years or till such time, such exigencies ceases, whichever is earlier with the approval of Executive Council.

(3) Notwithstanding anything contained in this rule, the Vice-Chancellor shall, if he is of the opinion that it is in the interest of the University so to do, have the absolute right to retire any employee by giving him notice of not less than three months in writing or three months' pay and allowances *in lieu* of such notice;

(i) If he is in Group A or Group B service or post and had entered the University service before attaining the age of thirty-five years, after he has attained the age of fifty years;

(ii) In any other case after he has attained the age of fifty-five years.

(4) Any employee may, by giving notice of not less than three months in writing to the Vice-Chancellor, retire from service after he has attained the age of fifty years if he is in Group A or Group B service or post and had entered the University service before attaining the age of thirty-five years and in all other cases after he has attained the age of fifty-five years;

Provided that it shall be open to the Vice-Chancellor to withhold permission to an employee under suspension who seeks retirement under this clause.

(5) At any time after an employee has completed thirty years qualifying service—

(a) he may retire from service, or

(b) he may be required by the Appointing Authority to retire in the interest of the University and in the case of such retirement the employee shall be entitled to a retiring pension.

Provided that—

(a) an employee shall give notice in writing to the Vice-Chancellor at least three months before the date on which he wishes to retire.

(b) the Vice-Chancellor may also give a notice in writing to an employee at least three months before the date on which he is required to retire in the interest of the University or three months' pay and allowances *in lieu* of such notice:

Provided further that where the employee giving notice under clause (a) of the preceding proviso is under suspension, it shall be open to the Vice-Chancellor to withhold permission to such employee to retire under this rule.

(6) (i) At any time after an employee has completed twenty years qualifying service, he may, by giving notice of not less than three months in writing to the Vice-Chancellor, retire from service.

(ii) The notice of voluntary retirement given under sub-rule (1) shall require acceptance by the Vice-Chancellor;

Provided that where the Vice-Chancellor does not refuse to grant the permission for retirement before the expiry of the period specified in the said notice, the retirement shall become effective from the date of expiry of the said period.

- (iii) An employee, who has elected to retire under this rule and has given the necessary notice to that effect to the Vice-Chancellor, shall be precluded from withdrawing his notice except with the specific approval of such authority:

Provided that the request for withdrawal shall be made before the intended date of his retirement.

Resignation

11. Subject to the acceptance of resignation by the Vice-Chancellor a permanent/temporary employee may, by notice of three months/one month as the case may be, in writing addressed to the Vice-Chancellor resign from the service of the University, or by payment of salary in lieu thereof:

Provided that the Vice-Chancellor may, if it deems proper in any case, permit a permanent/temporary employee to resign from service on notice of less than three months/one month.

MISCELLANEOUS

Special provision for existing employees

12. Every person holding a post under the University after the commencement of these rules but before the publication of these rules, shall be deemed to have been appointed under the provisions of these rules and shall draw the pay drawn by him immediately before the issue of these rules.

Service Books

13. (i) The University shall maintain a Service Book for each employee in such form as may be prescribed by the Executive Council.

(ii) The entries in the Service Book of an employee shall be made by the officer authorised in this behalf by the Vice-Chancellor.

Confidential reports

14. (i) Such officers of the University as may be prescribed by the Executive Council, shall report confidentially each year in the form prescribed by the University on the work and conduct of the employee who had served under them for periods not less than three months in the financial year immediately preceeding and forward their reports to the Registrar or any other officer authorised for the purpose.

(ii) The Reviewing Officer, the next higher authority will have the discretion to determine which unfavourable reports or portions thereof are weight enough to be communicated to the officer reported against. All adverse entries should be communicated within a specific period to the officials concerned. Any representation against the adverse remarks will have to be made within two months and would lie to the next higher authority than the Reviewing Officer.

Tests or examinations

15. University employees shall be required to pass such departmental and other tests or examinations as may be prescribed by the Executive Council. The Executive Council may also lay down rules regarding the periods within which the tests should be passed, the consequences of not passing the tests and other cognate matters.

Residuary conditions of Service

16. Any matter relating to the conditions of service of an employee for which no provision is made in these rules shall be determined by the Executive Council.

Enclosure-IV



PONDICHERRY UNIVERSITY

(A Central University established under the act of Parliament, 1985)

Dr. M. RAMACHANDRAN
REGISTRAR (I/C)

Dr.B.R. Ambedkar Administrative Building
R.Venkataraman Nagar, Kalapet,
Puducherry - 605 014

Ref.No.PU/ESTT/NT-3/2014-15/ 429

Dated: 28.03.2016

OFFICE ORDER No.493

Sub: PU – Estt – Shri B. Boopalan, Senior Assistant, Department of Philosophy, Pondicherry University – Relieved on voluntary retirement – Orders Issued – Reg.

Ref: His letter dated 10.03.2016

With reference to the above, the request of Shri B. Boopalan, Senior Assistant, Department of Philosophy of this University for voluntary retirement on personal grounds is hereby accepted and accordingly he is relieved of his duties from this University with effect from the afternoon of 28.03.2016 under FR 56, Rule 5, (Pension) Rules.

His terminal benefits will be settled as per rules and dues, if any, will be adjusted from his terminal benefits.

NJ202
REGISTRAR (i/c)
0/2/2016
26/3/16

To
Shri B. Boopalan ... Through proper channel
Senior Assistant
Department of Philosophy
Pondicherry University
Puducherry

Copy to:

1. The Joint Registrar (Admn.) – Necessary Pension Papers may be forwarded to the Official.
2. The Assistant Registrar, VC's Secretariat
3. The HOD, Department of Philosophy, Pondicherry University
4. The Deputy Registrar (F&A), Pondicherry University
5. Office Order file
6. Personal file

2016.122.136

TO RATIFY THE SANCTION OF EXTRAORDINARY LEAVE TO DR. JITENDRA MOHAN MISHRA, ASSISTANT PROFESSOR, DEPARTMENT OF TOURISM STUDIES OF THIS UNIVERSITY FOR A PERIOD OF THREE YEARS W.E.F. 31.05.2016 TO 30.05.2019 SO AS TO JOIN THE POST OF ASSOCIATE PROFESSOR IN TOURISM MANAGEMENT AT INDIRA GANDHI NATIONAL TRIBAL UNIVERSITY, AMARKANTAK, (MP)

Dr. Jitendra Mohan Mishra (Date of appointment 14.09.2006), Assistant Professor, Department of Tourism Studies was sanctioned Extra Ordinary Leave for a period of three years w.e.f. 31.05.2016 to 30.05.2019 so as to join the post of Associate Professor in Tourism Management at Indira Gandhi National Tribal University, Amarkantak (MP).

As per Academic Ordinance, vide Rule 8.4.6 of the Chapter XX of The Executive Council may also grant, at its discretion, extraordinary leave to a permanent teacher who has been selected for teaching or research assignment in a University, a Research Institute or other similar important institution provided he has served the University, for a period of at least three years and the application had been sent through and forwarded by the University. The leave in such cases shall not exceed a maximum period of three years. This benefit will be extended only once in the entire service of the faculty **(copy enclosed)**.

Accordingly, the request of the Assistant Professor was considered for sanction of EOL for a period of three years w.e.f. 31.05.2016 to 30.05.2019 and Office Order PU/Estt/ET-7/2015-16/49 dated 30.05.2016 was issued subject to ratification of the Executive Council **(copy enclosed)**.

For ratification of the Council.

PONDICHERRY UNIVERSITY
PUDUCHERRY

DR. M. RAMACHANDRAN
REGISTRAR (i/c)

Dr.B.R.AMBEDKAR ADMN. BUILDING
R.V. NAGAR, KALAPET
PUDUCHERRY - 605 014
PHONE NO.0413-2654202
E-Mail ID:registrar@pondiuni.edu.in

No. PU/Estt(T)/ET- 7/2016-17/49

Date:30.05.2016

OFFICE ORDER

Sub: Pondicherry University- Establishment - Sanction of EOL to **Dr. Jitendra Mohan Mishra**, Assistant Professor, Department of Tourism Studies, School of Management for three years so as to join as Associate Professor in Tourism Management at Indira Gandhi National Tribal University, Amarkantak, (MP)- Reg

Ref: His Letters dated: 05.05.2016 & 27.05.2016

* * *

With reference to the letter cited under reference and Rule 8.4.6 Chapter XX of the Academic Ordinances of this University, **Dr. Jitendra Mohan Mishra**, Assistant Professor, Department of Tourism Studies, School of Management is hereby sanctioned Extra - Ordinary Leave for three years with effect from 31.05.2016 to 30.05.2019 and relieved from the University on 30.05.2016 A.N so as to enable him to join as **Associate Professor in Tourism Management at Indira Gandhi National Tribal University, Amarkantak, (MP)**, subject to the following conditions and ratification by the Executive Council:

1. He should pay leave salary and pension contribution for the period of EOL from 31.05.2016 to 30.05.2019 so that it can be counted as qualifying service for terminal benefits.
2. He should remit the group Insurance premium in one lump sum for 24 months.
3. No extension of the EOL beyond the above period will be considered.
4. The University reserves the right to reduce or revoke the leave at anytime in the University's interest.
5. The sanction of EOL is also subject to the terms and conditions stipulated in Government of India / UGC guidelines.
6. He should not apply for any kind of long leave further, after completion of his EOL.
7. On completion of EOL he has to report to the University.
8. If he does not resume his duties in the University at the end of the period of Extraordinary leave granted to him, he shall be treated as having resigned the post held by him in the University.

--BY ORDER--

P. Subramanian
REGISTRAR(i/c) 30/5

To

Dr. Jitendra Mohan Mishra..... Through proper channel
Assistant Professor
Department of Tourism Studies
School of Management
Pondicherry University
Puducherry

Copy to.

- 1) The Registrar,
Indira Gandhi National Tribal University
Amarkantak, (MP).
- 2) The Dean, School of Management
- 3) The Associate Professor & Head, Dept. of Tourism Studies
- 4) The Deputy Registrar (F & A), PU
- 5) The Assistant Registrar, V.C's Secretariat, PU
- 6) The Assistant Registrar, Registrar's Secretariat, PU



इन्दिरा गाँधी नेशनल जनजातीय विश्वविद्यालय
Indira Gandhi National Tribal University

अमरकंटक (म.प्र.) || Amarkantak (MP)

(संसद के अधिनियम के अधीन स्थापित राष्ट्रीय विश्वविद्यालय)
(A National University established by an Act of Parliament)

Ref. NO. IGNTU/Rec.Cell/763

Date: 02/05/2016

To,

Dr. Jitendra Mohan Mishra
Dept. of Tourism Studies
Pondicherry University Pondicherry
- 605014

Sub: Appointment to the post of Associate Professor – reg.

Ref: Your Application for the Post of Associate Professor in the Department of Tourism Management against university advertisement No. IGNTU/Rec.Cell/668/2015 dt. 07/09/2015 and Interview held on 18-Mar-16.

Dear Sir,

As per the recommendation of the Selection Committee and subsequent approval of the Executive Council, this is to inform you that you are appointed as Associate Professor {Under the UR category} in the scale of pay in the Pay Band of Rs. 37400-67000/- with Academic Grade Pay of Rs. 9000/- or as admissible by Govt. of India/UGC from time to time.

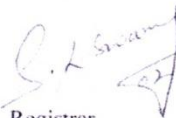
In addition to your basic pay, you will be entitled to the other allowances and facilities as admissible to the employees of the University. The terms of your employment will be as follows:

1. **Probation:** You will be on probation initially for a period of one year from the date of assuming the position of **Associate Professor** in the department of **Tourism Management**. This period may be extended if considered necessary at the discretion of the University. Your services are liable to be terminated without notice and without assigning any reason or compensation in lieu thereof during your probation period.
2. **Confirmation:** You will ordinarily be eligible for confirmation on successful completion of the prescribed period of probation or at the end of any extended period of probation. Until you receive the written order for confirming your services, you will have the status of probation.
3. **Posting & Transfer:** You are liable to be posted/transferred to any of Regional Centres existing or to be opened in future at any place in India.
4. You should produce at the time of reporting for joining sufficient and conclusive proof regarding your age, educational qualifications (starting from std.10), experiences and also bring with you the original certificates and testimonials copies of which were attached/not attached with the application form.
5. You should produce three self-attested passport size photographs at the time of joining. Two character certificates from two respectable persons who are not related to you may also be produced.

Contd...2

6. Your appointment will be subject to –
 - 6.1 Production of Medical Fitness Certificate from a Chief Medical Officer of Madhya Pradesh Government.
 - 6.2 Production of relieving certificate from your last employer, if you are in service as on date.
7. Your services will be governed as per Act, Statutes, Ordinances and Regulations of The Indira Gandhi National Tribal University made from time to time. Where there is no rule framed, CCS/UGC Rules will be applicable.
8. Your appointment is being made on the basis of your declaration in the Application Form. If any declaration, statement or information given by you is at any time found to be false or untrue at a later date or if any material information is found suppressed or omitted, your services are liable to be terminated forthwith without assigning any reasons or notice or compensation in lieu thereof.
9. No TA will be paid to join your duties.
10. You have to bring a Non-Judicial stamp paper worth of Rs.100/- to execute a written contract of appointment.

You are expected to join your duties latest by 1st June 2016, after which it will be stand automatically withdrawn. Kindly send your acceptance and date of joining by fax/e-mail or by speed post.


22/5/2016
Registrar

PONDICHERY UNIVERSITY

PUDUCHERRY

BRAMANIAN
DEPUTY REGISTRAR (ADMN)

Dr. B.R.AMBEDKAR ADMN. BUILDING
R.V. NAGAR, KALAPET
PUDUCHERRY - 605 014
PHONE No. 0413-2654935
E-Mail: dradm@pondiunl.edu.in

No. PU/Estt(T)/ET- 7/2014-15/228

Date:10.02.2015

To
The Registrar
Indira Gandhi National Tribal University
Amarkantak (M.P)
Mekal Sadan, Kapildhara Road
Amarkantak , Madhya Pradesh - 484886.

Sir,

Sub: PU - Estt(T) - Forwarding of application of Dr. Jitendra Mohan Mishra,
Assistant Professor, Department of Tourism Studies, School of Management of
this University for the post of Associate Professor in Tourism Management at
Indira Gandhi National Tribal University, Amarkantak , (M.P) - Reg.

Ref: His application dated: 21.01.2015.

I am directed to forward herewith the application of Dr. Jitendra Mohan Mishra, Assistant Professor, Department of Tourism Studies, of this University for the post of Associate Professor in Tourism Management at Indira Gandhi National Tribal University, Amarkantak (M.P).

His application is forwarded subject to the condition that there will be no financial commitment on the part of this University. In case of his selection for the post of Associate Professor, his relief from the services of the University will be subject to the exigencies of work and terms and conditions of his appointment in this University.

He will, however be relieved only at the end/beginning of a semester, if selected

Yours faithfully

01/2 DEPUTY REGISTRAR(ADMN)

3/4 10/2/15

Encl: as above

Dr. Jitendra Mohan Mishra.....TPC
Assistant Professor
Department of Tourism Studies
School of Management
Pondicherry University
Pondicherry - 14

- (iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time. *Provided* that no commuted leave shall be granted under these rules unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

8.4.6 Extraordinary Leave

- (i) A permanent teacher may be granted extraordinary leave when:
 - (a) No other leave is admissible; or
 - (b) Other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.
- (ii) Extraordinary leave shall always be without pay and allowances. Extraordinary leave shall not count for increment except in the following cases:
 - (a) Leave taken on the basis of medical certificates;
 - (b) Cases where the Vice Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, provided the teacher has no other kind of leave to his credit;
 - (c) Leave taken for pursuing higher studies; and
 - (d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or on assignment for technical or academic work of importance.
- (iii) Extraordinary leave may be combined with any other leave except casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years except in cases where leave is taken on medical certificate. The total period of absence from duty shall in no case exceed five years in the full working life of the individual.
- (iv) The authority empowered to grant leave may commute retrospectively periods of absence without leave into extraordinary leave.

8.4.7 Leave Not Due

- (i) Leave not due, may, at the discretion of the Vice Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days in all may be otherwise than on medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.

- (ii) 'Leave not due' shall not be granted, unless the Vice Chancellor/Principal satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.
- (ii) A teacher to whom 'leave not due' is granted shall not be permitted to tend his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council.

Provided that the Executive Council may waive off, in any other exceptional, for reasons to be recorded in writing, the refund of leave salary for the period of leave still to be earned.

8.4.8 Maternity Leave

- (i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.
- (ii) Maternity leave may be combined with earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.

8.4.9 Child Care Leave

Women teachers having minor children may be granted leave up to two years for taking care of their minor children. Child care leave for a maximum period of two years (730 days) may be granted to the women teachers during entire service period in lines with Central Government women employees. In the cases, where the child care leave is granted more than 45 days, the University/College/Institution may appoint a part time guest substitute teacher with intimation to the UGC.

8.4.10 Paternity Leave

Paternity leave of 15 days may be granted to male teachers during the confinement of their wives, and such leave shall be granted only up to two children.

8.4.11 Adoption leave

Adoption leave may be provided as per the rules of the Central Government.

9. RESEARCH PROMOTION GRANT

2016.122.137

TO RATIFY THE SANCTION OF STUDY LEAVE TO DR. D. BARANI GANTH ASSISTANT PROFESSOR IN THE DEPARTMENT OF APPLIED PSYCHOLOGY, SCHOOL OF PHYSICAL,CHEMICAL & APPLIED SCIENCES OF THIS UNIVERSITY FOR A PERIOD OF ONE YEAR W.E.F 15.06.2016 TO 14.06.2017 TO VISIT USA FOR DOING UGC SANCTIONED RAMAN FELLOWSHIP FOR POST DOCTORAL STUDIES

The University Grants Commission vide letter F.No.5-59/2016(IC) dt:10.02.2016 has nominated Dr. D. Barani Ganth, Assistant Professor in Department of Applied Psychology, School of Physical, Chemical & Applied Sciences to visit USA for doing UGC sanctioned Raman Fellowship for Post Doctoral Studies at Department of Psychological Sciences, Kent State University, Ohio, United States of America.

As per the provisions of the UGC New Guidelines, Study Leave was sanctioned to Dr. D. Barani Ganth for a period of one year from 15.06.2016 to 14.06.2017 vide Office Order PU/Estt/T/ET4/2015-16/21 dt: 08.04.2016 subject to the following conditions:

- a) The teacher should submit six monthly report of progress of his/her studies from his/her supervisor and these reports shall reach the Registrar within one month of the expiry of every six months of his /her study leave. If the report does not reach within the specified time, the payment of leave salary could be deferred till the receipt of his report.
- b) The teacher shall undertake that he shall serve the University for a continuous period of three years to be calculated from the date of his resuming duty after the expiry of study leave.
- c) The period of study leave shall be treated as qualifying service for the purposes of Pensionary benefits and increments.
- d) The teacher shall not be permitted to alter the course of study without the permission of the Executive Council.
- e) As per the agreement executed by him he shall serve the University for 3 years or refund the study leave salary.

For ratification of the Council.

2016.122.138

TO RATIFY THE SANCTION OF EXTENSION OF EOL TO DR. R.RUKKUMANI, ASSISTANT PROFESSOR IN THE DEPARTMENT OF BIOCHEMISTRY & MOLECULAR BIOLOGY, SCHOOL OF LIFE SCIENCES OF THIS UNIVERSITY FOR A PERIOD OF ONE MORE YEAR FROM 04.07.2016 TO 03.07.2017 SO AS TO CONTINUE IN THE POST OF ASSISTANT PROFESSOR IN BIOTECHNOLOGY AT UNIVERSITY OF MADRAS, CHENNAI

Dr. R. Rukkumani, Assistant Professor in Department of Biochemistry & Molecular Biology had been sanctioned EOL for a period of two years from 04.07.2014 to 03.07.2016 vide Office Order PU/Estt/T/ET4/2014-15/93 dt:03.07.2014 so as to join the post of Assistant Professor in Biotechnology at University of Madras, Chennai.

Dr. R. Rukkumani had requested to extend the E.O.L. for one more year w.e.f.04.07.2016 to 03.07.2017 so as to continue her service at University of Madras, Chennai. The request of the faculty was forwarded by Registrar, University of Madras.

Extension of E.O.L for a period of one more year w.e.f. 04.07.2016 to 03.07.2017 was sanctioned vide Office Order PU/Estt/T/ET4/2016-17/10 dt:08.04.2016

For ratification of the Council.

2016.122.139

TO RATIFY THE SANCTION OF SABBATICAL LEAVE TO DR. G. POYYAMOLI, ASSOCIATE PROFESSOR, DEPARTMENT OF ECOLOGY & ENVIRONMENTAL SCIENCES AND DR. H. KALPANA, ASSOCIATE PROFESSOR, DEPARTMENT OF ENGLISH OF THIS UNIVERSITY FOR A PERIOD OF SIX MONTHS DURING THE ACADEMIC YEAR 2016-17

The sabbatical leave committee in its meeting held on 11.03.2016 has considered the sabbatical leave applications of the following faculty members and unanimously recommended subject to the following conditions:

- i) Sanction of sabbatical leave for a period of six months (the odd semester commencing from the second day of the academic year 2016-17).
- ii) Recommendation of HOD with alternate class arrangements of the above two faculty members noted by the committee
- iii) Attention to the guiding of their Ph. D. Scholars should be taken by the concerned faculty members

Dr. G. Poyyamoli, Associate Professor, Department of Ecology & Environmental Sciences to write a book titled “Tourism Ecology & Sustainability for Developing Countries”.

Dr. H. Kalpana, Associate Professor Department of English to undertake Study and research on “Literary and Theoretical suspects related to Canadian Literature, Women’s writing as well Feminist Studies”.

Accordingly, office orders dated: 29.03.2016 sanctioning the sabbatical Leave were issued to the above mentioned faculty members respectively **(copy enclosed)**.

The copy of the minutes of the Sabbatical Leave Committee is enclosed.

Submitted for ratification of the Council.



PONDICHERRY UNIVERSITY

PUDUCHERRY

DR. M. RAMACHANDRAN

Dr. B.R.AMBEDKAR ADMN. BUILDING

REGISTRAR(i/c)

R.V. NAGAR, KALAPET

PUDUCHERRY – 605 014

PU/Estt(T)/ET-3/2015-16/185

Date: 29.03.2016

OFFICE ORDER

Sub: PU – Estt(T)-Grant of Sabbatical Leave to **Dr. G. Poyyamoli**, Associate Professor, Department of Ecology & Environmental Sciences, School of Life Sciences - Orders issued – Reg.

Ref: 1) His application dated **30.04.2015**.

2) Minutes of the Sabbatical leave committee meeting dated 11.03.2016.

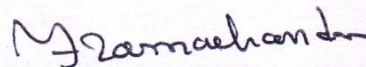
Dr. G. Poyyamoli, Associate Professor, Department of Ecology & Environmental Sciences, School of Life Sciences is hereby sanctioned sabbatical leave in accordance with the provisions of the Academic Ordinances for a period of six months (odd semester commencing from the second day of the academic-year 2016-17 to write a book titled “**Tourism Ecology & Sustainability for Developing Countries**”. Subject to the following conditions:-

1. He will be eligible to draw full pay and admissible allowances during the above period.
2. The Pondicherry University will bear no other financial commitments in this regard.
3. On return from Sabbatical leave, he shall submit a report to the University as to whether it was utilized for the purpose for which it was sanctioned along with full details on the research work undertaken during this period as proposed by him. University's prior permission must be sought for any change in the same.
4. In case he propose to visit abroad/other places in India, prior approval should be sought with full details about the project, financial help being received from others, etc.,
5. The University reserves the right to reduce or revoke the leave in the University's interest.
6. Failure to rejoin duty on expiry of the Sabbatical leave will attract action as per rules.
7. The sanctioned Sabbatical leave must be utilized for the purpose as detailed in his application / proposal. Any change in either of these will automatically entail cancellation of the leave with attendant implications unless permission from the University has been obtained for the change.

-2-

If report is not submitted within 90 days after availing the leave or if the conditions are not complied with action will be taken as per rules.

The enclosed acknowledgement in acceptance of the terms and conditions of the Sabbatical leave may be signed and send to this office.


REGISTRAR(i/c)

Encl: As above

To

Dr. G. PoyyamoliTPC
Associate Professor,
Department of Ecology & Environmental Sciences,
School of Life Sciences,
Pondicherry University,
Puducherry.

Copy to:-

1. The Asst. Registrar, V.C's Secretariat,
2. The Asst. Registrar, Registrar's Secretariat,
3. The Dean, School of Life Sciences,
4. The Controller of Examinations,
5. The University Librarian, Central Library,
6. The Professor & Head, Dept. of Ecology & Environmental Sciences,
7. The Deputy Registrar (F & A),
8. The Asst. Registrar (Aca- General),
9. The Asst. Registrar (P & S),
10. The Asst. Registrar (P & D),
11. The ~~Co-ordinator~~, Public Relations.

Asst. Regr



PONDICHERRY UNIVERSITY

PUDUCHERRY

DR. M. RAMACHANDRAN

Dr. B.R.AMBEDKAR ADMN. BUILDING

REGISTRAR(i/c)

R.V. NAGAR, KALAPET

PUDUCHERRY – 605 014

PU/Estt(T)/ET-3/2015-16 /186

Date: 29.03.2016

OFFICE ORDER

Sub: PU – Estt(T)-Grant of Sabbatical Leave to **Dr. H. Kalpana**, Associate Professor,
Department of English, School of Humanities - Orders issued – Reg.,

Ref: 1) Her application dated **08.02.2016**.

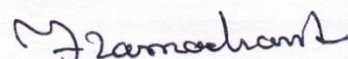
2) Minutes of the Sabbatical leave committee meeting dated 11.03.2016.

Dr. H. Kalpana, Associate Professor, Department of English, School of Humanities is hereby sanctioned Sabbatical leave in accordance with the provisions of the Academic Ordinances for a period of six months (odd semester commencing from the second day of the academic year 2016-17 to undertake Study and research on **“Literary and Theoretical suspects related to Canadian Literature, Women’s writing as well Feminist Studies”**. Subject to the following conditions:-

1. She will be eligible to draw full pay and admissible allowances during the above period.
2. The Pondicherry University will bear no other financial commitments in this regard.
3. On return from Sabbatical leave, she shall submit a report to the University as to whether it was utilized for the purpose for which it was sanctioned along with full details on the research work undertaken during this period as proposed by her. University’s prior permission must be sought for any change in the same.
4. In case she propose to visit abroad/other places in India, prior approval should be sought with full details about the project, financial help being received from others, etc.,
5. The University reserves the right to reduce or revoke the leave in the University’s interest.
6. Failure to rejoin duty on expiry of the Sabbatical leave will attract action as per rules.
7. The sanctioned Sabbatical leave must be utilized for the purpose as detailed in his application / proposal. Any change in either of these will automatically entail cancellation of the leave with attendant implications unless permission from the University has been obtained for the change.

If report is not submitted within 90 days after availing the leave or if the conditions are not complied with action will be taken as per rules.

The enclosed acknowledgement in acceptance of the terms and conditions of the Sabbatical leave may be signed and send to this office.


REGISTRAR(i/c)

Encl: As above

To

Dr. H. KalpanaTPC
Associate Professor,
Department of English,
School of Humanities,
Pondicherry University,
Puducherry.

Copy to:-

1. The Asst. Registrar, V.C's Secretariat,
2. The Asst, Registrar , Registrar's Secretariat,
3. The Dean, School of Humanities
4. The Controller of Examinations,
5. The University Librarian, Central Library,
6. The Professor & Head, Dept. of English
7. The Deputy Registrar (F & A),
8. The Asst. Registrar (Aca- General),
9. The Asst. Registrar (P & S),
10. The Asst. Registrar (P & D),
11. The Asst. Regn. Public Relations.

**MINUTES OF THE MEETING OF THE SABBATICAL LEAVE COMMITTEE
HELD ON 11.03.2016 AT 3.30. P.M. IN THE CHAMBER OF THE REGISTRAR,
PONDICHERRY UNIVERSITY, PUDUCHERRY**

The following members were present

1. **Dr. R. Panneerselvam**
Professor & Head
Department of Management Studies
School of Management
Pondicherry University - Chairman
2. **Dr. C. K. Ramaiah,**
Dean,
School of Media & Communication
Pondicherry University - Member
3. **Dr. Ramaswamy Murugan**
Professor & Head
Department of Physics
Pondicherry University - Member
4. **Dr. M. Ramachandran**
Professor in Economics
Pondicherry University - Member
5. **Joint Registrar(Admn)**
Pondicherry University - Member Secretary

The Sabbatical leave Committee has considered the sabbatical leave applications of the following faculty members and unanimously recommended subject to the following conditions;

(1) **Dr. G. Poyyamoli, Associate Professor**
Department of Ecology & Environmental Sciences

(2) **Dr.H. Kalpana, Associate Professor**
Department of English

- (I) Sanction of Sabbatical Leave for a period of six months (the odd semester commencing from the second day of the academic year 2016-17).
- (II) Recommendation of HOD with alternate class arrangements of the above two faculty members noted by the committee
- (III) Attention to the guiding of their Ph.D. Scholars should be taken by the concerned faculty members


(DR. R. PANNEERSELVAM) 11/3/16


(DR. C. K. RAMAIAH) 11/3/16


(DR. RAMASWAMY
MURUGAN) 11/3/16


(DR. M. RAMACHANDRAN) 11/3/16


(JOINT REGISTRAR (ADMN)) 11/3/16

2016.122.140

TO RATIFY THE RESIGNATION OF DR. MOHAMMED MUSTAFA, ASSISTANT PROFESSOR, DEPARTMENT OF HISTORY, SCHOOL OF SOCIAL SCIENCES AND INTERNATIONAL STUDIES OF THIS UNIVERSITY W.E.F. 19.01.2015 FN.

Dr. Mohammed Mustafa, Assistant Professor, Department of History, School of Social Sciences and International Studies has tendered his resignation from the post of Assistant Professor from the forenoon of 19.01.2015 FN due to personal reasons and requested to accept his resignation and relieve him from the post vide his letter dated. 27.01.2015 **(copy enclosed)**.

As per the Academic Ordinance of this University for Resignation of a teacher "Every permanent teacher may resign his position after giving three months' notice in writing to the University or three months' salary in lieu of the notice". Provided that the Executive Council may waive the notice period **(copy enclosed)**.

In this connection, it is informed that, Dr. Mohammed Mustafa who joined as Assistant Professor in the Department of History on 05.08.2010 F.N. **(copy enclosed)** and satisfactorily completed the period of probation and also confirmed in the post of Assistant Professor. He has rendered service of 4 years 5 months and 14 days as on 19.01.2015. Since, he had rendered less than 5 years of service, is not eligible for service / retirement gratuity.

Based on his request, due certificates were called from 14 University section / Departments. Subsequently, 13 Section / Departments have sent No due certificates against Dr. Mohammed Mustafa except Finance section as due of Rs.24,398/- towards the salary paid in excess during the month of January 2015 and the same has been recovered from his terminal benefits i.e. EL & HPL encashment of Rs. 1,93,761/-. vide letter no. PU/Estt.(T)/ET-5/2016-17/12, dated. 08.04.2016 **(copy enclosed)**.

Accordingly, his request for resignation has been accepted and he was relieved from the services of this University w.e.f. 19.01.2015 F/N subject to ratification by the Executive Council vide letter no. PU/Estt.(T)/ET-5/2015-16/11, dated. 19.04.2016 **(copy enclosed)**.

For ratification of the Council.

10/D-HIS/2015/6

PU/Regt/No. 732
Dt/29/1/15

Date: 27.01.2015

To
The Registrar
Pondicherry University
Kalapet
Puducherry

From
Mohammed Mustafa
Assistant Professor
Department of History
Pondicherry University
Puducherry

OFFICE OF THE DEAN
SCHOOL OF SOCIAL SCIENCES & INTERNATIONAL STUDIES
PONDICHERRY UNIVERSITY
2032
28/1/15

Sub: Submission of Resignation to the post of Assistant Professor, reg-

Through Proper Channel

Sir,

I have been working as Assistant Professor in the Department of History, Pondicherry University since Aug. 2010. As I could no longer continue in the present position, I am resigning to the post of Assistant Professor in the Department of History, Pondicherry University since the forenoon of 19th January 2015 due to personal reasons. Please accept my resignation and relieve me from the post

Thanking You,

Yours Truly,
Mohammed Mustafa

Forwarded
for further necessary action
27/01/2015

Dr. G. CHANDHRIKA
Professor and Head
Department of History
Pondicherry University
Puducherry - 605 014, India

DEAN
School of Social Sciences
International Studies
PU/SSS&IS/Dean/2375
28/1/2015

lectures or other academic work undertaken with permission Vice-Chancellor.

- (b) Every teacher shall be bound to act in conformity with the Statutes, Ordinances, Regulations and rules of the University for the time being in force as well as a code of professional ethics as may be formulated by the University.

13. Resignation:

- (a) Every permanent teacher may resign his position after giving three months' notice in writing to the University or three months' salary in lieu of the notice.
- (b) Every temporary teacher may resign his/her post after giving one months notice in writing to the University or one months' salary in lieu of the notice.

Provided that the Executive Council may waive the notice period.

14. Contract: Every teacher shall be appointed on a written contract the form of which in Annexure-IV of these ordinances and one copy shall be lodged with the Registrar, provided that nothing in this clause shall limit the EC from entering into a special Contract providing greater benefits to the teacher.

15. Part-time teachers may be appointed by the University when exceptional circumstances require such appointments provided that qualification, emoluments prescribed for full-time teachers shall apply to such part-time teachers and when they are appointed on a permanent basis they shall also be eligible to Career Advancement Scheme.

16. Variation in terms and conditions of service: Every teacher of the University shall be bound by the Statutes, Ordinances and regulations for the time being in force in the University.

Provided that no change in terms and conditions of service of a teacher shall be made after his/her appointment, in regard to designation, scale of pay, increment, provident fund, retirement benefits, age of retirement, probation, confirmation, leave salary and removal from service etc., so as to adversely affect him/her, but this does not in any way restrain the University from incorporating the rules and regulations in the Statutes / Ordinances of the University based on the communication from the Govt. of India / UGC from time to time.

17. The reservation in recruitments to teaching posts shall be made as per reservation policy of UGC / Government of India as communicated by UGC from time to time.



PONDICHERRY UNI
PUDUCHERRY

DFA

P. SUBRAMANIAN
DEPUTY REGISTRAR (ADMN)

R.V.NAGAR
KALAPET
PUDUCHERRY-14.

Ref. No: PU/ESTT(T)/ET4/2010 - 11/

DATE : 05.08.2010

OFFICE ORDER

Sub: PU-Estt(T)-Appointment to the post of Lecturer in the Department of History, School of Social Sciences & International Studies, Pondicherry University – Orders – Issued.

Ref: 1. Offer of appointment No.PU/Estt(T)/ET4/2010-11/193 dated 21.07.2010.
2. Joining report dated 05.08.2010 FN.

In pursuance of the offer of appointment issued under reference first cited, Dr. Mohammed Mustafa having reported for duty in this University on the forenoon of 05.08.2010 is appointed as Lecturer in the Department of History, School of Social Sciences & International Studies, Pondicherry University in the Pay band of Rs. 15600-39100 with AGP of Rs.6000/- with effect from 05.08.2010 FN subject to ratification by the Executive Council.

2. He is placed on probation for a period of one year with effect from 05.08.2010 FN.
3. He has to undergo orientation course within the probation period.
4. He will be governed by new pension scheme of Government of India which came into force from 01.01.2004.
5. His pay will be booked under the OBC grants.
6. The other terms and conditions stipulated vide our letter first cited shall remain unaltered.

The pay fixation order will be issued separately.

//BY ORDER//

DEPUTY REGISTRAR (ADMN)

To
Dr. Mohammed MustafaThrough Proper Channel
Lecturer
Department of History
School of Social Sciences & International Studies
Pondicherry University
Puducherry – 14.

Copy to:
The Dean
School of Social Sciences & International Studies
The Finance Section
The P & D Section
Personal File

Dist-D/ET4/Office Order-ET4

2/18/10

6/8/10

848

RAR(Estt.)

Dr. B.R.AMBEDKAR ADMN. BUILDING
R.V. NAGAR, KALAPET
PUDUCHERRY - 605 014
E-Mail ID: dradm@pondiuni.edu.in
Phone:0413-2654935

(T)/ET-5/2016-17/ 12

Date:08.04.2016

OFFICE ORDER

Subject: PU-Estt(T) - Sanction for payment of Cash equivalent Earned Leave and Half pay Leave in the credit of Dr. Mohammed Mustafa, Assistant Professor, Department of History, School of Social Sciences and International Studies (on Resignation) - Orders Issued - Reg.

- Ref: 1. PU/Estt.(T)/ET-4/2010-11/245, dated. 09.08.2010
2. Resignation letter dated.PU/D-HIS/2015/6, dated. 27.01.2015.

In continuation of the Office Order first cited, sanction is hereby accorded to Dr. Mohammed Mustafa, Assistant Professor, Department of History, School of Social Sciences and International Studies (Resigned) of this University for a sum of Rs.1,93,761/- (Rupees One lakh Ninety Three Thousand Seven Hundred and Sixty One only) towards cash equivalent of Earned leave for 54 days and Half pay leave for 87 days at his credit for the period of services rendered in Pondicherry University [05.08.2010 To 18.01.2015]

EL ENCASHMENT

No. of days at credit - 54 Days
Pay - 21,990/- + AGP Rs.6000/-, DA - 113%
- Rs.27,990/- + 31,629 x 54
30
- Rs.1,07,314.2/- Rounded to Rs.1,07,314/-

HPL ENCASHMENT

No. of days of HPL at his credit : 87 Days
: 21,990 + 6,000 / 2 = 13,995
DA 113% : 15,814
Rs. 29,809
: 13,995 + 15814 x 87 / 30 = 86,447/-
Total Leave Encashment : Rs.1,07,314 + 86,447 = Rs.1,93,761/-
Less: Excess Salary paid during
the month of January 2015 : Rs.24,398/-
Balance Payable : Rs.1,69,363/-

The expenditure is debitable under the head Part-I Maintenance (Non-Plan budget) B Retirement Benefits and Provident Fund (8) encashment of EL in the Budget of the current financial year.

This is issued with the concurrence of the Finance Section.


DEPUTY REGISTRAR(Estt.)

To
Dr. Mohammed Mustafa Through Proper Channel
Assistant Professor
Department of History
School of Social Sciences and International Studies
Pondicherry University, Puducherry - 14.

Copy to

1. The Finance Officer
2. The Deputy Registrar (F & A) An amount of Rs.1,69,363/- may only be released to
Dr. Mohammed Mustafa.



**PONDICHERRY UNIVERSITY
PUDUCHERRY**

**Dr. M. RAMACHANDRAN
REGISTRAR (i/c.)**

**Dr. B.R.AMBEDKAR ADMN. BUILDING
R.V. NAGAR, KALAPET
PUDUCHERRY – 605 014
E-Mail ID: registrar@pondiuni.edu.in
Phone:0413-2654202**

**No. PU/Estt(T)/ET-5/2015-16/ \ **

Date:19.04.2016

OFFICE ORDER

Sub: PU-Estt.(T)–Resignation tendered by Dr. Mohammed Mustafa, Assistant Professor, Department of History, School of Social Sciences & International Studies of this University w.e.f. 19.01.2015 FN– Accepted and Relieved – Orders issued – Reg.

**Ref: 1. PU/Estt.(T)/ET-4/2010-11/245, dated. 09.08.2010
2. His letter no. PU/D-HIS/2015/6, dated.27.01.2015 .**

The resignation tendered by Dr. Mohammed Mustafa, Assistant Professor, Department of History, School of Social Sciences & International Studies of this University vide letter second cited is hereby accepted and accordingly he is relieved from the services of this University w.e.f. 19.01.2015 FN as requested by him subject to ratification by the Executive Council.

Dues if any, will be recovered from his terminal benefits.

M. Ramachandran

REGISTRAR (i/c.)

To

**Dr. Mohammed Mustafa TPC
Assistant Professor
Department of History
School of Social Sciences & International Studies
Pondicherry University
Puducherry – 14.**

Copy to

- 1. The Assistant Registrar, VC's Secretariat**
- 2. The Assistant Registrar, Registrar's Secretariat**
- 3. The Dean, School of Social Sciences & International Studies**
- 4. The Professor & Head, Department of History**
- 5. The Deputy Registrar (F & A)**
- 6. The Recruitment Cell**