

MINUTES OF THE MEETING OF THE STANDING COMMITTEE OF BOARD ON ESTABLISHMENT MATTERS HELD ON 13TH JANUARY, 2015 AT 10:30 A.M. AT CIDADE DE GOA

Present:

1. The following members were present.
 - a. Smt. Kiran Dhingra, IAS (Retd.), In Chair
 - b. Ms. Namita R.L Chowdhary
 - c. Shri Prem Kumar Gera, Director General, NIFT
 - d. Smt. Neenu Teckchandani, Registrar, NIFT
2. Shri Anand Kedia, Director (F&A), Head Office, Shri Rajeev Pant, Director, NIFT Kannur, and Shri Sanjay Srivastava, Director, NIFT Patna were also present.

LEAVE OF ABSENCE

3. The following members were granted leave of absence:
 - a) Smt. Sunaina Tomar, Joint Secretary, Ministry of Textiles
 - b) Shri Sabyasachi Mukherjee, Fashion Designer, Sabyasachi Couture
 - c) Shri Sunil Sethi, President, FDCI (Special Invitee)

AGENDA ITEM NO. 1701

Confirmation of Minutes of the Meeting held on 28-08-2014 :

4. The Board Secretary informed the Board that Minutes of the meeting held on 28-08-2014 were circulated to all members inviting their comments/suggestions. Since no comments were received, the Board confirmed the Minutes.

AGENDA ITEM NO. 1702

ACTION TAKEN REPORT ON LAST MINUTES OF THE STANDING COMMITTEE OF THE BOARD ON ESTABLISHMENT MATTERS OF NIFT

5. Noted by the Committee

AGENDA ITEM NO. 1703

HOUSING BENEFIT TO OFFICERS AND FACULTY IN NIFT- AUDIT PARA OF C&AG

6. The issue was deliberated in detail. The Director General informed about the Comptroller and Auditor General (C&AG) of India's audit para that NIFT made payment of Housing benefit incentive in violation of Govt. of India's Orders which resulted in irregular payment of Rs. 5.10 crores. C&AG has included the para in its report of Union Government (Commercial). The Ministry of Textile has desired that an Action Taken Note (ATN) may be submitted to them for approval of AS(F&A) so that ATN duly vetted by the Principal Director of Audit can be forwarded to Lok Sabha Secretariat. Keeping in view the facts, the Committee agreed that there was no option for NIFT but to withdraw the housing incentive. The Committee recommended that the incentive may be withdrawn w.e.f. 01-04-2015 without making any recovery as the amount of incentive already drawn by the employees in good faith. It was also advised by the Chairperson that the decision

and its reasons be explained to the staff by the DG, personally as far as possible, in order that the withdrawal did not come as a nasty surprise to them

AGENDA ITEM NO. 1704

IMPLEMENTATION OF THE PROVISION OF THE GRATUITY ACT 1972

7. The Committee in principle agreed to the proposal. However, before making its recommendations, the Committee advised that i) by way of abundant precaution, legal opinion may be sought from the Advocate having experience in dealing with labour laws and placed on file, and ii) the financial implication involved be worked out and put down, in making payment of gratuity to the employees who resigned/retired and have been denied the gratuity and also the difference of gratuity payable to those who have earlier been paid gratuity on account of calculation on number of days by taking a month of 26 days as per Gratuity Act, 1972.

TABLED AGENDA

AGENDA ITEM NO. 1

CREATION OF ADDITIONAL ADMINISTRATIVE POST IN FINANCE & ACCOUNTS DEPARTMENT OF NIFT HEAD OFFICE

8. Director (F&A) explained the requirement of additional staff due to increase in number of campuses. In regard to availability of funds, the Director (F&A) informed that 20% of tuition fee of 1st Semester is retained by the Head Office for its expenditure and for meeting the deficits of campuses which were incurring losses. From this amount the Head Office still had sufficient funds to meet the additional financial liability of Rs. 29 lakh per annum (approx) for proposed creation of 05 additional posts viz. 02 Assistant Director/Accounts Officer, 01 Sr. Assistant (Accts), 02 Assistant (Accts). DG also explained, on a query regarding the expectation of negative balances in the succeeding years that had been projected before the Board in the discussion on student fees, that the provisioning projected in that statement was in excess of audit requirements and to meet the extreme contingency that the Government would not meet the 7th pay commission liability. He assured the Board that with regular provisioning, the Institution accounts were in good health to meet the liability of the proposal.

9. The Committee therefore agreed and recommended the proposal subject to the condition that the endowment fund, depreciation fund, OBC grant and funds earmarked for capital items, or interest thereof, would not be utilized on this account. The Chairperson also reminded the Dir Fin and the DG of the Board advice that economies be exercised on administrative expenditures, and suggested that cuts be enforced as by GOI to reduce outgo. The HO may also ensure that if at any time, the net surplus was not sufficient to meet the salary of additional staff, the additional posts be abolished.

AGENDA ITEM NO. 2

CREATION OF POSTS FOR NIFT CAMPUS AT SRINAGAR, J&K

10. DG explained in brief the status of Srinagar campus. The requirement of minimum academic and administrative staff to run the Certificate courses was also explained. After deliberation, and on being explained that though students for the campus were as low as 5, but funds were available from the interest generated by the moneys given by the Government of J&K, the Committee recommended creation of following temporary posts to be filled on short term

contract for Srinagar campus with the proviso that funds only from the J&K Govt and the campus should be utilised:

- i) Assistant Professor cum Campus Coordinator -- 01
- ii) Assistant (Admin & Accts) -- 01
- iii) MTS -- 01(through placement agency)

Total -- 03

AGENDA ITEM NO. 5

CREATION OF ADDITIONAL ADMINISTRATIVE POSTS AT NIFT KANNUR

11. The Campus Director presented before the Committee the need for creation of additional administrative posts due to increase in number of courses from 02 to 07 and considerable increase in number of students over the last 07 years. The financial status of the campus was discussed and the Centre Director and Director(F&A) confirmed that Kannur campus was generating sufficient surplus funds from student fees even after deducting the 20% given over for HO expenditure, and provisioning for depreciation, etc, to meet the additional expenditure involved, After considering the justification and taking into account the financial viability, the Committee recommended for the creation of the following additional administrative posts with the proviso posts should be filled in phases, and if expenditure threatened to go beyond projected income, should be abolished to ensure that the Centre did not fall into deficit. :

| | | |
|----------------------------------|----|-----------|
| i) Deputy Director (F&A) | -- | 01 |
| ii) Junior Engineer (Electrical) | -- | 01 |
| iii) Junior Assistant | -- | 09 |
| iv) Lab Assistant | -- | 07 |
| v) Machine Mechanic | -- | 01 |
| vi) Steno Grade-II | -- | 01 |
| vii) Assistant Warden | -- | 02 |
| viii) Assistant Librarian | -- | 01 |
| ix) Driver | -- | 01 |
| x) MTS | -- | 12 |
| TOTAL | -- | 36 |

12. The Committee further stipulated the condition that the endowment fund, depreciation fund, OBC grant and funds earmarked for capital items, or interest generated on any of these funds, will not be utilized on this account.

AGENDA ITEM NO. 4

CREATION OF ADDITIONAL ADMINISTRATIVE POSTS AT NIFT PATNA

13. The Campus Director informed that after 2008 no additional post has been sanctioned whereas the workload has increased manifold due to increase in number of courses from 02 to 06 and considerable increase in number of students over the last 07 years. The Campus Director also explained the financial status of the campus which was confirmed by the Director(F&A). It was informed that estimated net profit shown in the agenda was after taking into account the financial implication of Rs. 1.06 crore towards pay and allowances payable on the additional posts. After considering the justification and taking into account the financial viability, the Committee recommended for the creation of the following additional administrative posts :

- i) Head Resource Centre/Librarian -- 01
- ii) Deputy Director (F&A) -- 01

| | | |
|---------------------------------|----|-----------|
| iii) Sr. Assistant (Admn) | -- | 01 |
| iv) Research Assistant | -- | 02 |
| v) Junior Engineer (Electrical) | -- | 01 |
| vi) Steno Grade-II | -- | 01 |
| vii) Assistant (Accts) | -- | 01 |
| viii) Machine Mechanic | -- | 02 |
| ix) Junior Assistant | -- | 08 |
| x) Lab Assistant | -- | 03 |
| xi) Assistant Warden(girls) | -- | 01 |
| xii) MTS | -- | 07 |
| TOTAL | -- | 29 |

14. While recommending the proposal for creation of above mentioned posts, the Committee stipulated the condition that the endowment fund, depreciation fund, OBC grant and funds earmarked for capital items will not be utilized on this account. The Chairperson desired that the campus has to ensure balance between income and expenditure, and should create the posts only in phases. The Campus may also ensure that if at any time, the net surplus is not sufficient to meet the salary of additional staff, the additional posts may be abolished.

AGENDA ITEM NO. 3

CREATION OF ADDITIONAL ADMINISTRATIVE POSTS AT NIFT BHUBANESWAR

15. The Campus Director of Bhubaneswar was not present. However, the requirement of additional posts was supported by the DG as being necessary due to increase in number of courses from 02 to 06 and considerable increase in number of students over the last 07 years. The Director (F&A) confirmed the financial position of the campus explained in the Agenda. It was noted by the Committee that the estimated net profit shown in the agenda is after taking into account the financial implication of Rs. 1.03 crore towards pay and allowances payable on the additional posts. After considering the justification and taking into account the financial viability, the Committee recommended for the creation of the following additional administrative posts :

| | | |
|--|----|-----------|
| i) Deputy Director (F&A) | -- | 01 |
| ii) Head Resource Centre/Librarian | -- | 01 |
| iii) Executive/Assistant Engineer(Civil) | -- | 01 |
| iv) Junior Engineer(Electrical) | -- | 01 |
| v) Research Assistant/Sr. Assistant (Admn) | -- | 05 |
| vi) Junior Assistant | -- | 02 |
| vii) Lab Assistant | -- | 04 |
| viii) Machine Mechanic | -- | 05 |
| ix) MTS | -- | 05 |
| TOTAL | -- | 25 |

16. While recommending the proposal for creation of above mentioned posts, the Committee stipulated the condition that the endowment fund, depreciation fund, OBC grant and funds earmarked for capital items will not be utilized on this account. The Chairperson desired that the campus ensure balance between income and expenditure and create the posts only in phases. The Campus may also ensure that if at any time, the net surplus is not sufficient to meet the salary of additional staff, the additional posts may be abolished.

The meeting ended with thanks to Chair.