



**Institute of Human Resources Development
Chackai, Thiruvananthapuram-24**

PROCEEDINGS

IHRD – Fixation of pay of faculty members in the Engineering Colleges under AICTE/UGC Scheme – verification of the pay fixation of the faculty members under AICTE/UGC Scheme by the Committee constituted by Government – recovery of excess pay for erroneous fixation of pay, granting of increment, grade etc... – Sanction accorded – Orders issued.

No.EA3/11649/2013/IHRD (2)

Dated, Thiruvananthapuram, 31st January 2023

- Read:-*
- 1 Government letter No.J1/145/2016/H.Edn. dated 24.01.2022.*
 - 2 Resolution of the 104th meeting of the Executive Committee of IHRD held on 30.11.2021.*
 - 3 G.O.(Rt) No.133/2022/H.Edn. dated 24.01.2022.*
 - 4 Resolution of the meeting of the Committee constituted by Government held on 10.08.2022, 20.10.2022 and dated 17.11.2022.*
 - 5 Resolution of the 106th meeting of the Executive Committee held on 04.01.2023.*

ORDER

Government in the letter read as first paper above directed this office to fix the pay of 137 faculty members working under AICTE/UGC Scheme subject to certain directions and conditions therein. The matter was placed before the Executive Committee of IHRD held on 30.11.2021 for suitable decision. The Executive Committee resolved for the verification of service details of entire faculty members under AICTE/UGC Scheme and resolved to constitute a Committee and addressed Government for final approval. Accordingly, Government had constituted a committee for the purpose. The Committee in its meetings held on 10.08.2022, 20.10.2022 and on 17.11.2022 have verified the fixation of pay of all the faculty members working under AICTE/UGC Scheme and ordered for the recovery of excess pay drawn by certain faculty members. The same was also approved by the Executive Committee of IHRD. As resolved by the Executive Committee, the fixation of pay of undermentioned faculty

members under AICTE/UGC are not on accordance with the norms laid down by the ACITE/UGC in force as the reasons stated therein.

1. Erroneous increment allowed

The following faculty members were sanctioned annual increment erroneously without completing 6 months in the existing pay at the time of fixation.

Sl.No	Name	Designation
1	Anjanadevi	Assistant Professor in ECE
2	Aysha Fymin Majeed	Assistant Professor in CSE
3	Bijumon T	Assistant Professor in CSE
4	Jiby J Puthiyidam	Assistant Professor in CSE
5	Jimmy John	Assistant Professor in ME
6	Jisha Raj R	Assistant Professor in ECE
7	Joseph George	Assistant Professor in ECE
8	Manju K	Assistant Professor in CSE
9	Premnath G	Assistant Professor in ME
10	Rajesh V G	Associate Professor in ME
11	Raji A	Assistant Professor in ECE
12	Rashid M E	Assistant Professor in ECE
13	Renu George	Assistant Professor in ECE
14	Sajitha S	Assistant Professor in BME
15	Shine P James	Assistant Professor in ECE
16	Sincy P S	Assistant Professor in BME
17	Sudheer Babu P P	Assistant Professor in ECE
18	Vidhya K	Assistant Professor in ECE
19	Yasim Khan M	Assistant Professor in ECE
20	Shine U P	Associate Professor in ME
21	Savitha KP	Assistant Professor in EEE

2. Professor designated without going through formalities

The Committee observed that, the CAS promotion given to Dr. Suresh Kumar N as Non- cadre Professor in Mechanical Engineering is not as per G.O(P)No.389/10/H.Edn. dated 07.12.2010 and AICTE regulation dated 05.03.2010.

3. Associate Professor designated without completing 3 years.

The undermentioned 7 nos. of Assistant Professors were re-designated as Associate Professors before completing 3 years as incumbent Assistant Professor.

Sl.No	Name	Designation
1	Anilkumar C V	Associate Professor in ECE
2	Ashokkumar T	Associate Professor in ECE
3	Binulal B R	Associate Professor in ME
4	Gopakumar G	Associate Professor in CSE
5	Jose Mathew	Associate Professor in ME
6	Nisha Kuruvila	Professor in ECE
7	Dr. Smitha Dharan	Professor

4. Erroneous Advance increment allowed for acquiring M.Tech before 1-9-2008.

The Committee verified and observed that the rate of advance increment sanctioned to Sri. Kannadas. P. K and Sri. Sylish S.V were not based on the G.O.(Rt) No.1940/2012/HEDN dated 18.09.2012.

5. Stagnation increment

The following faculty members were given stagnation increment against the prevailing AICTE regulation.

Sl. No.	Name	Designation
1	Sreeja P	Assistant Professor in EEE
2	Sindhu L	Assistant Professor in CSE
3	Venkitaraj K P	Assistant Professor in ME

6. As per UGC regulations dated 11.07.2009, the required qualification was changed as NET/Ph.D for the post of Assistant Professor from the then existing qualification of M.Phil. Accordingly, the Committee verified the fixation of pay and it was found that the pay fixation of faculty members who opted Engineering College service prior to 11.07.2009 is in order. The pay fixation of the following six faculty members who gave option after 11.07.2009 is not in accordance with the new regulations (since the faculty members were not having the prescribed qualification of NET/Ph.D) and

hence the Committee recommended to revert them back to their prior service. Formal notice is to be issued separately.

Sl. No.	Name	Designation
1.	Rethee kumary S	Assistant Professor in Physics
2.	Santhosh K. S	Assistant Professor in Mathematics
3.	Sheeba Joseph	Assistant Professor in Mathematics
4.	Sheela R	Assistant Professor in Mathematics
5.	Suneetha S	Assistant Professor in Chemistry (Rtd)
6.	Suresh Kumar G	Assistant Professor in Mathematics

7. The Committee also observed that the following four faculty members were placed as Professors (non-cadre) without observing the procedures stipulated by UGC guidelines (clause 6.1.13) dated 27.03.2010.

Sl. No.	Name	Designation
1.	Dr. Johnsy S Prasad	Professor in Mathematics (non- cadre)
2.	Dr. Ajith Sen	Professor in Physical Education (non- cadre)
3.	Dr. Madhusoodanan Nair R	Professor in Physics (non- cadre)
4.	Dr. Remadevi. S	Professor in Mathematics (non- cadre)

8. The pay fixation of following 7 Professors/ Associate Professors coming under AICTE were not considered, as their case is pending under the Hon'ble High Court with Stay orders.

Sl. No.	Name	Designation
1.	Dr. Sunil Kumar K	Professor in Mechanical Engineering
2.	Dr. Sunil T.T	Professor in Electronics and Communication Engineering
3.	Dr. Bhadran V	Professor in Electronics and Communication Engineering
4.	Dr. Jayachandran E.S	Professor in Electronics and Communication Engineering

5.	Sri. Manilal D.L	Associate Professor in Computer Science and Engineering
6.	Dr. Shanavas K.T	Associate Professor in Electronics and Communication Engineering
7.	Sri. Pradeep M	Associate Professor in Computer Science and Engineering

9. The Committee did not consider details of the following 9 faculty members as they have obtained interim stay order dated 17.02.2022 and dated 01.06.2022 on the W.P.(C) No. 5261/2022 filed by Dr. Minu K.K and others.

Sl. No.	Name	Designation
1.	Minu K K	Associate Professor in Mathematics
2.	Murali V S	Associate Professor in Physics
3.	Sajeevan M	Associate Professor in Physics
4.	Radha Balakrishnan	Associate Professor in Mathematics
5.	Jayaram D S	Associate Professor in Mathematics
6.	Asha G Nath	Associate Professor in Mathematics
7.	Manoj K R	Associate Professor in Mathematics
8.	Sofia Anitha James	Associate Professor in Physics
9.	Ajitha Kumari R	Associate Professor in Mathematics

1. In order to avoid further ambiguity for granting of advance increment for acquiring M.Tech/Ph.D etc... advance increment shall be granted by the Director IHRD henceforth.
2. The revised statement of fixation of pay prepared by the Committee is appended. The Principals concerned will enter the details in this regard in the Service Book of the faculty members under authentication.
3. The head of institutions concerned shall circulate the above orders to the faculty members working under their control and effect the excess pay if any drawn according to the revised fixation urgently.

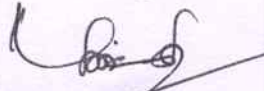
4. Detailed statement showing the recovery effected shall also be intimated to this office for verification.

Sd/-
Dr.P.Suresh Kumar
DIRECTOR

To,

1. *All Principals of Engineering Colleges under IHRD (along with a copy of statement of fixation of pay)*
2. *Additional Director*
3. *Finance Officer*
4. *Administrative Officer*
5. *SF*
6. *OC*

Forwarded/By Order


Senior Superintendent