

Minutes of the 11th Meeting of Board of Governors (BoG) of Ghani Khan Choudhury Institute of Engineering and Technology, Malda, West Bengal held at 12.30 pm on 07.11.2017 in Ministry of Human Resource Development, 'C' - Wing, Shastri Bhawan, New Delhi

Agenda Item: BoG:11-01: To consider Confirmation of the minutes of the Meeting of 10th Board of Governors (BoG), GKCIET held at Ministry of Human Resource Development, New Delhi at 02.30 pm on 22.09.2017.

Resolution: Approved with an advice to take/hire legal advisers from Central law Bureau, GoI, as far as possible.

Agenda Item: BoG:11-02: To Consider the Action taken Report on the Minutes of the 10th Meeting of Board of Governors (BoG), GKCIET held at Ministry of Human Resource Development, New Delhi at 02.30 pm on 22.09.2017.

Resolution: Noted.



Agenda Item: BoG:11-03: To Consider the Approval of the Minutes of the meeting of 9th Finance Committee of GKCIET, Malda held at 04.00 pm on 06.11.2017 in the Conference Room of CSL Library, 'C' - Wing, MHRD, Shastri Bhawan, New Delhi.

Resolution: Approved.

Agenda Item: BoG:11-04: To Consider the Confirmation of employees of GKCIET, Malda.

Resolution: After threadbare discussion, BoG has resolved the following:

- (i) The probationary service of Mr. Deb Halder, Superintendent and Md. Noor Alam, Data Operator is not confirmed due to adverse police verification reports received.
- (ii) The probationary service of Sk. Akbar Ali, LDC cum Typist is not confirmed since his PVR is still awaited.
- (iii) There is a discrepancy in the PVR received from ADM general, Malda and attestation form submitted by Mr. Safiqul Alam, MTS. Further, he has been found on unauthorized absence since April, 2016. The aspect whether confirmation after completion of two years of probationary services is automatic was then discussed. It was noted that the confirmation is subject to a person (still on probation) to demonstrate satisfactory performance of work and demonstration of a conduct which is becoming of a person on probation. Therefore, notwithstanding the fact that he has served for 2 years, his unauthorized absence since April, 2016, shows his work performance was non satisfactory (as he did not perform any work) and also by being



7/11/17 



unauthorisedly absent, he did not demonstrate a conduct becoming of a person still on probation, rather it shows his non-seriousness towards his service. Hence his probationary service will be terminated with immediate effect which will be effective from the date of issue of the termination letter (with one month's salary in lieu of one month notice).

- (iv) The probationary service of Mr. Deepanjan Das, Assistant Professor is not confirmed since his final PVR is still awaited.
- (v) The probationary service of Dr. Subhashis Datta, Associate Professor (mechanical Engineering) is not confirmed due to pending enquiry with respect to the adverse letters received by the Director from MHRD.
- (vi) The Probationary service of all other employees is confirmed as no adverse report in their PVRs.

Agenda Item: BoG:11-05: To Consider the report of the Fact Finding Committee with respect to Mr. Deb Halder, Superintendent and Md. Noor Alam, Data Operator.

Resolution: After a thorough discussion, BoG resolved the following:

- (i) It is noted that Md. Noor Alam, Data Operator, has been charge sheeted in police cases (Kaliachak P. S. case no. 195/08 dated 20.05.2008 and CS No. 287/08 dated 20.05.2008 & Kaliachak P. S. Case no. 196/08 dated 20.05.2008 and CS no. 265(A)/08 dated 30.08.2008), which predates his joining at GKCIET. It is clear that he did not have a favorable PVR at the time of offer his employment. Since favorable PVR is a must for any Govt. /quasi govt employment and in light of the fact Md. Noor Alam suppressed this information at the time of seeking initial employment, there was a willful suppression of facts by him. Thus his probation cannot be confirmed. Hence his probationary service will be terminated ~~with~~ ^{with} immediate effect which will be effective from the date of issue of the termination letter (with one month's salary in lieu of one month notice). 
- (ii) It is noted that Mr. Deb Halder, Superintendent has been charge sheeted in police case (Malda P. S. case no. 173/09 dated 04.08.2009 and CS no. 152/09 dated 08.08.2009) which predates his joining at GKCIET. Mr. Halder has been additionally charge sheeted in another police case (English Bazar P. S. case no. 574/15 dated 05.09.2015 (G. R. No. 3175/15) and CS no. 324/16 dated 14.07.2016). Since favorable PVR is a necessary prerequisite for Govt. quasi govt. employment and in light of the fact Mr. Deb Halder suppressed this information at the time of seeking initial employment, this is sufficient cause for his probationary service to be terminated.

In addition, it is also noted that, pursuant to the last BoG meeting, a fact finding committee was formed by Director/GKCIET. From the committee report, it is noted that he was absent unauthorisedly. He has also been involved in doing a tender without the proper authorization from competent authority. It is noted that the contract work order of value of Rs 2.73 cr was issued without taking approval of FC/BoG. Thus not only there was no proper authorisation for entering into such high value financial commitment, but also that the proposed financial outgo was for a value of about four times the earlier financial outgo on similar activity.

In light of above unsatisfactory conduct, his involvement and in anti-institute activities which are detrimental to the interest of the institute, and also his non-seriousness towards duty (as demonstrated by his unauthorised absence), BoG does not consider it appropriate to confirm his probation.

Hence in light of the conclusions of Fact Finding Committee Report and the adverse police report, ~~the probationary service of Mr. Deb Halder's~~ probationary service will be terminated with immediate effect which will be effective from the date of issue of the termination letter (with one month's salary in lieu of one month notice).

Agenda Item: BoG:11-06: To Consider the addition/modification of few clauses in the Memorandum of Association of GKCIET, Malda.

Resolution: Approved. However, it is advised that the recruitment rules for non-faculty may be mapped with those of NITs to make it uniform with the general norm as practiced in technical institutes in India.

Agenda Item: BoG: 11-07:



Additional Agenda Item: To consider the implementation of revision of pay of faculty and *Revision of pay of Faculty and Scientific/design Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 7th Central Pay Commission(7th CPC) vide its letter F. No. 15-4/2017-TC dated 27.10.2017.*

Resolution: Approved.

Reporting Items:



- (i) **To report on the status of Court case filed by two batches of the students seeking their B. Tech Degrees**

Resolution: Noted.



7/11/17

(ii) To report on the writ petition filed by Dr. Subhashis Datta in the Calcutta High Court

Resolution: Noted.



7/11/17