

17th Finance Committee Meeting Himachal Pradesh National Law University, Shimla

Minutes of the Meeting December 31, 2024

The 17th Meeting of the Finance Committee, HPNLU Shimla, was held in hybrid mode on December 31, 2024, at 11:00 A.M. The Meeting was presided over by Professor (Dr.) Priti Saxena, Vice-Chancellor, HPNLU Shimla.

Following members were present:

1.	Professor (Dr.) Priti Saxena, Vice-Chancellor, HPNLU, Shimla	Chairperson
2.	The Law Secretary, Government of Himachal Pradesh	Member
3.	Prof. (Dr.) Vijender Kumar, Vice-Chancellor, Maharashtra National Law University, Nagpur	Member
4.	Sh. Lovneesh Kanwar, Chairman, Bar Council of Himachal Pradesh	Member
5.	Prof. (Dr.) Girjesh Shukla, Finance Officer, Himachal Pradesh National Law University, Shimla	Special Invitee
6.	Prof. S.S. Jaswal, Registrar, H.P. National Law University, Shimla	Secretary

The Secretary (Finance) to the Government of Himachal Pradesh could not attend the meeting.

Professor (Dr.) S.S. Jaswal, the Registrar, formally introduced the Hon'ble Vice-Chancellor to the Finance Committee.

The Hon'ble Vice Chancellor informed the members that the Finance Officer of the University is not a member of the Finance Committee. Since all the tasks related to the University Finance, such as the preparation of university budgets, planning, and formulation of the agenda items, etc., have been managed by the Finance Officer, she accordingly proposed that the Finance Officer be allowed to participate in the meeting as a Special Invitee. The Finance Committee unanimously agreed to the said proposal. The Committee also resolved to recommend the Executive Council regarding the nomination of the Finance Officer of the University as a regular member of the Finance Committee through nomination under Section 25(c) of the Himachal Pradesh National Law University Act, 2016.

Professor (Dr.) Priti Saxena then instructed Professor (Dr.) Girjesh Shukla, the Finance Officer, to present the agenda items before the Finance Committee.



Item No. 17.1	To confirm the Minutes and Action Taken Report of the 16th Meeting of the Finance Committee held on February 12, 2024.
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Agenda Note	Discussion	Decision/Resolution
With the permission of the Vice Chancellor, the Finance Officer placed the minutes, and the Action Taken Report of the 16 th Finance Committee held on February 12, 2024.	The Finance Officer explained the details of the minutes of the 16 th Finance Committee held on February 12, 2024, along with the agenda-wise Action Taken Report attached as Annexure-I of the Agenda.	After a brief deliberation over the minutes of the 16 th Finance Committee and the Action Taken Report, the same was unanimously confirmed by all the members.

Item No. 17.2	To consider the Budget Estimates prepared for the Financial Year 2025-26.
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Agenda Note	Discussion	Decision/Resolution
The Finance Officer placed the agenda before the Finance Committee to consider and approve the Budget Estimates for the Financial Year 2025-26.	<p>The Finance Officer presented the Budget Estimate for the Financial Year 2025-2026.</p> <p>The Finance Officer apprised the esteemed members that the proposed Budget for the Financial Year 2025-26 has been prepared as part of compliance with the order of the Hon'ble High Court of Himachal Pradesh so that the same may be submitted to the Department of Home, Government of Himachal Pradesh before the last date, i.e. November 30, 2024. This was submitted with a request to create an appropriate revenue head in the state budget.</p> <p>Professor (Dr.) Vijender Kumar expressed that the Budget Estimates should be presented alongside the Audit Reports for the three quarters. He further suggested that budget estimates be placed again before the Committee with the Audit Report for the three quarters</p>	After thorough deliberations, the members of the Finance Committee unanimously resolved to approve that the Budget Estimate for the Financial Year 2025-26, in principle, and recommended to be placed again before the Finance Committee after receipt of the Audit Report of the Financial Year 2024-2025.

	of the Financial Year 2024-25. The members thoroughly discussed the matter and resolved that the Budget Estimate for the Financial Year 2025-26 would be presented only after the Audit of the three quarters of the Financial Year 2024-2025.	
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Item No. 17.3 To consider the creation of one post of Gym Trainer-cum-Gym Caretaker on a contract basis, [fixed salary Rs. 20200 pm].

Agenda Note	Discussion	Decision/Resolution
The Finance Officer placed the agenda item before the Finance Committee to consider and approve the creation of one post of Gym Trainer-cum-Gym Caretaker on a contract basis, [fixed salary Rs. 20200 pm].	The Finance Officer apprised the esteemed members that, at present, the University is operating two different Gyms (for boys and girls separately). A Gym Trainer-cum-Gym Caretaker, preferably a woman, is required for the health, safety, and well-being of students. Sh. Lovneesh Kanwar, a member of the Finance Committee, inquired about the qualifications of the gym trainer. The Finance Officer apprised the members that the qualification of a gym trainer is prescribed under Part-II, Chapter 3 of the HPNLU Executive and Service Regulations, 2020, and the appointments will be made as per the said qualifications. The members thoroughly discussed the matter.	After thorough deliberations, the members of the Finance Committee unanimously resolved to approve the agenda item and recommend it to the Executive Council for appointment of a gym trainer, preferably a female, having qualifications as per the HPNLU Executive and Service Regulations, 2020, to be appointed on a contract basis, [fixed salary of Rs. 20200 pm].

Item No. 17.4	To consider the HPNLU Medical Reimbursement Policy.	
Agenda Note	Discussion	Decision/Resolution

The Finance Officer placed the agenda item before the Finance Committee regarding the medical reimbursement policy,

The Finance Officer apprised the members that the University has been providing medical reimbursement to all its regular employees as per the rate and general policy of the Government of Himachal Pradesh.

After thorough deliberations, the members unanimously resolved that the Medical Reimbursement policy in the present form is approved and recommended the same to Executive Council for consideration.

However, the State Government policy is very broad, which puts a financial burden on the University. Accordingly, the University has prepared a draft policy wherein beneficiaries, dependents, etc., of employees have been clearly defined.

The Finance Officer explained the proposed policy on medical reimbursement clause-by-clause.

Esteemed Member Professor Vijender Singh expressed that the University cannot deviate from the State Government's Medical Rules. The policy may be approved as such but in future, in case of any conflict, the same may be revised also.

Sh. Lovneesh Kanwar, a member of the Finance Committee, suggested that the University should write to all its eligible employees to get registered under various healthcare welfare policies such as HIMCARE, Ayushman Bharat Yojana, etc., so that the burden on university finances may be reduced.

The members of the Finance Committee thoroughly deliberated upon the agenda item and resolved

to approve the same.

Item No. 17.5 To consider the request of Dr. Pushpanjali Sood regarding Dearness Allowances anomalies.

Agenda Note	Discussion	Decision/Resolution
<p>The Finance Officer placed the agenda item before the Finance Committee regarding considering the request of Dr. Pushpanjali Sood concerning Dearness Allowances Anomalies.</p>	<p>The Finance Officer apprised the members that Dr Pushpanjali Sood was an Assistant Professor of Law in HPNLU, Shimla, from 01-04-2022 to 31-03-2024 on a contract basis, on UGC full scale on a year-on-year basis. Her contract ended on 31-03-2024. She received a salary of Rs. 15,600-39100 with Grade Pay 6000 GP. She received Dearness Allowances per the DA notified by the Himachal Government. After the end of her contractual service, i.e. 31-03-2024, the government increased the DA from 31% to 34% w.e.f. 1st January 2022, vide H.P. Government notification No. Fin(c)-B(7)-1/2021 dated 27-04-2023, and the University adopted the same vide File No. 15-1/21-HPNLU(Estt.) 4002 dated 03-05-2023.</p> <p>Dr. Sood requested payment/release of enhanced D.A. from 31% to 34% for the period of her services at the University.</p> <p>The members of the Finance Committee thoroughly deliberated upon the agenda item and resolved to approve the same.</p>	<p>After thorough deliberation, the Finance Committee resolved that the University should release Dearness Allowance (D.A.) at 34% to Dr. Pushpanjali Sood as per the Himachal Government Notification. It recommended the same to the Executive Council for approval.</p>

Item No. 17.6 To consider the request of Mr. Digvijay Singh Katoch, Assistant Professor of Law, regarding his pay protection (last drawn).

Agenda Note	Discussion	Decision/Resolution
<p>The Finance Officer placed the agenda item before the Finance Committee to consider the request of Mr. Digvijay Singh Katoch, Assistant Professor of Law, with regard to his pay</p>	<p>The Finance Officer apprised the members that Mr. Digvijay Singh Katoch joined the University on 19th July 2017, as an Assistant Professor (Management) on a regular basis. He was drawing the pay of Rs. 68,800/- at level 10 as per the UGC 7th</p>	<p>The members of the Finance Committee deliberated the agenda item. It was unanimously resolved that the request of Mr. Digvijay Singh</p>

protection (last drawn).

Pay Commission.

Later on, Mr Katoch appeared for an interview for the Assistant Professor of Law post. After getting selected for the said post, he submitted his technical resignation from the Assistant Professor (Management) post and joined as Assistant Professor (Law) on 28th July 2023.

A representation has been received from Mr. Digvijay Singh Katoch to protect his last paid drawn salary as Assistant Professor (Management) at this University.

The Finance Officer apprised the members that the selection of Mr Katoch against the post of Assistant Professor (Law) is an open selection, and his previous appointment was neither requisite nor added anything to his service experience. The Vice-Chancellor informed the members that such open selection is often considered as a different cadre, and the benefit of prayer protection is not admissible in such cases. She further stated that the pay protection at this stage will necessarily end in re-calculation of his inter-se seniority amongst the law teachers, etc., which would be contradictory to UGC Regulations.

Prof. Vijender Kumar said that the matter may be placed before the university counsel for legal opinion, and the matter may be placed again for discussion.

The members of the Finance Committee thoroughly deliberated on the agenda item and resolved to forward the matter to the

Katoch, be forwarded to the University Legal Counsel for expert legal advice, and after receiving the said advice, the same should be reported back to the Finance Committee for consideration.

University Legal Counsel for expert legal advice.

Item No. 17.7 To consider and approve the reconstitution of the Purchase Committee

Agenda Note	Discussion	Decision/Resolution
<p>The Finance Officer placed the agenda item before the Finance Committee to consider and approve the reconstitution of the Purchase Committee.</p>	<p>The Finance Officer apprised the members that the tenure of the existing purchase committee, constituted by the 11th Executive Council dated 18th September 2021, expired, and hence, a new Purchase Committee is required to be constituted. The Finance Committee, in its meeting dated 02-02-2024, extended the till the re-constitution of the purchase Committee.</p> <p>He further informed the hon'ble members of the Committee that the HPNLU Financial Regulations, 2020 Part-IX prescribes provisions for purchase through a Purchase Committee. However, the Regulations themselves do not provide provisions for the constitution and composition of the Purchase Committee. On the recommendation of the Finance Committee, the Executive Council, vide Resolution No. 2(7) of its meeting held on August 27, 2022, approved the Purchase Policy 2022 for the University. In the said policy, there is a provision for the constitution of the Purchase Committee. Even in the said policy, there is no explicit provision about notification and tenure of the said Purchase Committee.</p> <p>To avoid administrative complexities, he proposed to amend the HPNLU Financial Regulations 2020 and thereby insert a provision for the constitution, composition and tenure of the Purchase Committee to the following effect:</p> <p>Part IX of the HPNLU Financial Regulations, 2020:</p>	<p>The Finance Committee unanimously resolved to approve and recommend to executive Council the insertion of the following provision in the HPNLU Financial Regulations, 2020:</p> <p>Part IX of the HPNLU Financial Regulations, 2020:</p> <p>Rule 4(1): With the prior approval of the Vice Chancellor, a Purchase Committee shall be constituted for two years from the date of its notification to scrutinise all purchases along with verification of the purchased items executed through the limited tender enquiry (LTE) or Spot Purchase as per Financial Regulations 2020 and the Procurement Policy made thereunder.</p> <p>Rule 4 (2): The Purchase Committee shall consist of the following on a rotation basis for two years nominated by the Vice Chancellor-</p> <ul style="list-style-type: none"> (i) Finance Officer (Chairperson) (ii) Two Senior Faculty Members. (iii) Deputy Registrar

Rule 4(1): With the prior approval of the Vice Chancellor, a Purchase Committee shall be constituted for two years from the date of its notification to scrutinise all purchases along with verification of the purchased items executed through the limited tender enquiry (LTE) or Spot Purchase as per Financial Regulations 2020 and the Procurement Policy made thereunder.

Rule 4(2): The Purchase Committee shall consist of the following on a rotation basis for two years nominated by the Vice Chancellor-

- (i) Professor (Chairperson)
- (ii) Two Senior Faculty
- (iii) Deputy Registrar (Ex-officio Member)
- (iv) Section Officer (Accounts) (Ex-officio)

Prof. Vijender Kumar suggested that the Registrar of the University should be ex-officio Chairperson of the Purchase Committee. To this, the finance officer apprised the members that the first purchase committee was constituted by the Executive Council in its 5th Meeting dated March 20, 2019, for a period of two years. The Registrar was the Member-Chairperson of the said Committee. However, when the purchase committee was rec-constituted in the year 2021 by the Executive Council in its 11th Meeting dated September 18, 2021, the name of Registrar was dropped. In that case, Prof. Vijender Kumar suggested that the Finance Officer should be the *ex-officio* chairperson of the Committee.

The members of the Finance Committee thoroughly deliberated upon the agenda

(Ex-officio Member)
(iv) Section Officer (Accounts) (Ex-officio member -cum-Convener)

With this insertion, the clause related to the Purchase Committee prescribed in the Procurement Policy, 2022, will stand omitted.

	<p>item and resolved to approve the same with the following modifications:</p> <p>Rule 4 (2): The Purchase Committee shall consist of the following on a rotation basis for two years nominated by the Vice Chancellor-</p> <p>(i) Finance Officer (Chairperson) (ii) Two Senior Faculty Members. (iii) Deputy Registrar (Ex-officio Member) (iv) Section Officer (Accounts) (Ex-officio member -cum-Convener)</p>	
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Item No. 17.8	To consider the adoption of Himachal Pradesh Government notification No. FIN-(PR) B (7)-33/2010 dated 4th March 2024, about Revision of Rates of Wages of daily workers
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Agenda Note	Discussion	Decision/Resolution
<p>The Finance Officer placed the agenda item before the Finance Committee to consider the adoption of Himachal Pradesh Government notification No. FIN-(PR) B (7)-33/2010 dated 4th March 2024, about Revision of Rates of Wages of daily workers</p>	<p>The Finance Officer apprised the members that vide Letter No. FIN-(PR) B (7)-33/2010 dated 4th March 2024, issued by Finance (Pay-Revision) Department, Government of Himachal Pradesh, vide which the rates of daily wage workers of various categories have been enhanced/revised with effect from 1st April 2024. The rates mentioned in the notification/letter will apply to all working in various government departments, such as the PSUs/Universities/Autonomous Bodies/ Boards, etc., considering the availability of resources in their organisation.</p> <p>He further apprised the members that the University had various categories of daily wage</p>	<p>The Finance Committee unanimously resolved to approve the agenda item and recommended the same to the Executive Council.</p>

	<p>employees who fell under these enhanced rates.</p> <p>The members of the Finance Committee thoroughly deliberated on the agenda item and resolved to approve the same.</p>	
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Item No. 17.9 To consider the proposal received from LIC regarding establishing a trust fund for Gratuity and Leave Encashment for the University Employees.

Agenda Note	Discussion	Decision/Resolution
<p>The Finance Officer placed the agenda item before the Finance Committee to consider the proposal received from LIC regarding establishing a trust fund for Gratuity and Leave Encashment for the University Employees.</p>	<p>The Finance Officer apprised the member that under the Payment of Gratuity Act, 1972, all government departments must provide Gratuity and establish related trust funds either managed by itself or through LIC.</p> <p>He informed the members that a committee was constituted to explore and examine the proposal received from LIC regarding establishing trust funds for Gratuity and leave Encashment. [vide order no 23-1/21-HPNLU/Estt.-7724 Dated 31.05.2024.]</p> <p>He apprised the members that the LIC has assessed the requisite fund valuation as on 15.07.2024 w.r.t to the Gratuity and the Leave Encashment Scheme of the employees, which is:- (a) Gratuity Scheme- Rs 1,86,13,601/- and Leave Encashment Scheme- Rs 1,13,26,634/-.</p> <p>To cater for the aforementioned expenditure, the Committee constituted by the University recommended opening separate</p>	<p>The Finance Committee unanimously resolved to approve the agenda item and recommended the same to the Executive Council.</p>

accounts for the gratuity and leave encashment, and two Fixed Deposits of Rs. 25172507 (approx.) were earmarked for this purpose. The Current service cost may be transferred to LIC on an annual basis to avoid the accumulation of liability, and the initial contribution w.r.t to each scheme may be transferred in two instalments, i.e. 50% of the total liability in the current F.Y 2024-25 and one in the next FY 2025-26.

The Finance Committee appreciated the efforts of the University, especially the Finance officer, to have an initiative like this.

The members of the Finance Committee thoroughly deliberated on the agenda item and resolved to approve the same.

Item No. 17.10 **To consider the proposal submitted by LIC regarding the Group Insurance of university student .**

Agenda Note	Discussion	Decision/Resolution
<p>The Finance Officer placed the agenda item before the Finance Committee to consider the proposal received from LIC regarding establishing a trust fund for Gratuity and Leave Encashment for the University Employees.</p>	<p>The Finance Officer apprised the member that a committee was constituted to examine the proposal from LIC, vide order no 23-1/21-HPNLU/Estt.-7724 Dated 31.05.2024. As per the proposal from LIC, One Rupee per thousand sum assured, a sum of Rupees Five lakhs as assured amount for each student should be considered as the minimum benchmark for the student group insurance for which Rs 590 (including GST) would be adjusted against the facilities fee deposited by</p>	<p>The Finance Committee unanimously approved the agenda item regarding LIC Group Insurance for University students for UG Students only and the amount to be charged against the head 'facility fee', and recommend the same to the Executive Council</p>

	<p>the students.</p> <p>Further submitted, if the approval is granted, the Vice Chancellor may be authorised to extend the benefit of the Group insurance policy for all the regular students admitted to the university from the Academic Session 2025-26 onwards.</p> <p>He further stated that for providing Group Insurance to all full-time Ph.D. students registered with the University, a separate Group Insurance Fee shall be charged on an annual basis, as notified from time to time, at the time of their admission.</p> <p>Professor (Dr.) Vijender Kumar commented on the feasibility of the proposed group insurance scheme, emphasising that it is particularly viable for UG (Undergraduate) students only. The reasoning was based on the typical duration of UG programs, four years, and LL.M. is for one year.</p> <p>After thorough deliberation on the agenda item, the committee unanimously resolved to approve the Group Insurance for UG students only.</p>	
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Item	No.	To consider the anticipated expenditure for the engagement of staff through outsourcing.	
		Agenda Note	Discussion
		The Finance Officer placed the agenda item to consider the anticipated expenditure for the engagement of staff through	The Finance Officer apprised the members that the University is preparing to avail certain services through outsourcing (Security
			Decision/Resolution
			The members of the Finance Committee unanimously approved the agenda item and recommended the same for

outsourcing.	<p>Guards including female Security Guards, Sweepers, etc.), and related expenditures can be used from the head of 'Salary' in the approved budget of the University.</p> <p>The members of the Finance Committee thoroughly deliberated on the agenda item and resolved to approve the same.</p>	approval of the Executive Council.
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Item No. 17.12	To consider the proposed amendment in Part-I (General) of the Himachal Pradesh National Law University Financial Regulations, 2020.	
Agenda Note	Discussion	Decision/Resolution
The Finance Officer placed the agenda item to consider the proposed amendment in Part-I (General) of the Himachal Pradesh National Law University Financial Regulations, 2020.	<p>The Finance Officer apprised the members that Part-I needs to be amended to the effect that an additional clause (24) needs to be added: -</p> <p>He proposed the Clause (24):</p> <p>(24): Except as otherwise expressly provided under the HPNLU Financial Regulations, 2020, the Himachal Pradesh Financial Rules (as amended from time to time) shall be applicable.</p> <p>The members of the Finance Committee thoroughly deliberated on the agenda item and resolved to approve the same.</p>	The members of the Finance Committee unanimously approved the agenda item and recommended the same for approval of the Executive Council.

Item No. 17.13	To consider the proposed amendment in Part-I, Clause 17 of the Himachal Pradesh National Law University Financial Regulations, 2020.	
Agenda Note	Discussion	Decision/Resolution
The Finance Officer placed the agenda item to consider the proposed amendment in Part-I,	The Finance Officer apprised the members that under Rule 17, Part-I of the HPNLU Financial	The members of the Finance Committee unanimously approved the agenda item for

Clause 17 of the Himachal Pradesh National Law University Financial Regulations, 2020.

Regulations, 2020 the Registrar may permit the withdrawal of advance as follows:

17. The Registrar may permit withdrawal of an advance for the travelling allowance and daily allowance of the officers and the employees of the university up to 75% of the estimated expenditure.

He proposed to provide advances during conferences, seminars, etc., with the following clause added along with re-numbering of Rule 17:

17(2). Registrar may permit withdrawal of an advance up to 25% of the duly approved budget or Rs 50,000, whichever is lower in favour of the Chairperson of Organising Committee or Conference, etc., for conducting any programme (i.e., Moot Court, ADR, Seminar and conference, etc.).

Provided that any single expenditure up to Rs 10,000/- shall be incurred by the store through the purchase committee.

Provided further, it shall be the chairperson's duty to submit all verified bills duly countersigned by the registrar against the advance within 7 days of the completion of events

The members of the Finance Committee thoroughly deliberated on the agenda item and resolved to approve the same.

the insertion of Rule 17(2) and the renumbering of Rule 17 as 17(1) and recommended the same to the Executive Council for consideration.

Item No. 17.14	To consider <i>ex-post facto</i> approval for the charges taken from students for temporary stay in the University hostels.
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Agenda Note	Discussion	Decision/Resolution
The Finance Officer placed the agenda item to consider the proposed amendment in Part-I, Clause 17 of the Himachal Pradesh National Law University Financial Regulations, 2020.	<p>The Finance Officer apprised the members that with the authorities' approval, Rs 500/- per day has been charged against any student requesting temporary accommodation in the University hostels. This includes food and transport facilities, beds, mattresses, almirah, etc.</p> <p>The members of the Finance Committee have opined that the proposal should be processed through the University's internal administrative order. Therefore, this agenda item does not need to be presented before the Finance Committee for further discussion or approval. To this, the Finance Officer proposed to withdraw the agenda item.</p> <p>The members unanimously agree to withdraw the agenda item.</p>	The members of the Finance Committee unanimously accepted the proposal to withdraw the agenda item.

Item No. 17.15	To consider and approve the seeking of the Finance Concurrence for the purchase of goods/services hired.
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Agenda Note	Discussion	Decision/Resolution
The Finance Officer placed the agenda item to consider and approve the seeking of the Finance Concurrence for the purchase of goods/services hired.	<p>The Finance Officer apprised the esteemed members of the Finance Committee that proposed before the Finance Committee that the Finance Officer's concurrence may be made mandatorily before approval of the purchase being made/ service being hired.</p> <p>Given the discussion and resolution</p>	<p>The members of the Finance Committee unanimously resolved that the requirement of a financial proposal should be processed through the University's internal administrative order.</p> <p>The members of the Finance Committee unanimously</p>

	<p>of Agenda Item No. 17.7, the members of the Finance Committee opined that the proposal should be processed through the University's internal administrative order. To this, the Finance Officer proposed to withdraw the agenda item.</p> <p>The members unanimously agreed to withdraw the agenda item.</p>	<p>accepted the proposal to withdraw the agenda item.</p>
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Item No.	No.	To consider the payment of bills received from Himchanshal Filling Station for refilling petrol and diesel vehicles/generator/water pump of the University for November -December 2023.		
Agenda Note		Discussion	Decision/Resolution	
17.16		<p>The Finance Officer placed the agenda item to consider and approve the seeking of the Finance Concurrence for the purchase of goods/services hired.</p>	<p>The Finance Officer apprised the members that University vehicles have been getting refueled at Shiv Filling Station located in Galog, approximately 5 km from the University campus, since 2016. Considering the proximity of a newly opened petrol pump, i.e., the Himchanshal Filling Station, near the campus, the establishment moved a note dated October 30, 2023, for approval to refuel the University vehicle from the said petrol pump. The Vice Chancellor did not approve the note.</p> <p>However, even though the note was not approved, the university vehicles were refilled at Himchanshal Filling Station between November 2023 and December 2023. The Accounts Section received the bills from Himchanshal Filling Station for November 2023 (Rs. 1,09,874) and December 2023 (Rs. 1,49,111).</p> <p>He further submitted that given the</p>	<p>The members of the Finance Committee unanimously resolved that the matter should be inquired by a sub-committee constituted by the Vice Chancellor to determine under whose direction University vehicles were refueled at the Himchanshal Filling Station. Upon completion of this inquiry, the findings should be presented to the Finance Committee for further decision.</p> <p>The Vice-Chancellor is authorised to clear the related bills accordingly.</p>

receipt of the bills, a note dated October 9, 2024, in continuation of the earlier note dated October 30, 2023, was placed by the Establishment before the Vice Chancellor. The Vice-Chancellor (officiating) directed that the matter be placed before FC/EC for decision.

The members of the Committee expressed their surprise and displeasure about how vehicles were permitted to get refuelled without having due permission.

Prof. Vijender Kumar suggested that the matter may be inquired by a Sub-Committee constituted by the Vice Chancellor to look into the details of the matter by checking the invoice/offers received, statement of drivers, etc., and especially on whose direction the vehicles were refuelled without permission? And after a thorough inquiry, the matter may be reported to the Finance Committee.

Since the University utilised the services of a third party, the Vice Chancellor is authorised to clear the bills after receipt of the inquiry report.

After thorough deliberation, the Committee has opined that the matter should be inquired to determine whose direction University vehicles were refuelled at the Himchanshal Filling Station, and upon completion of this inquiry, the findings should be placed before the Finance Committee for further



decision.

Item No. **17.17** **Compliance with the Department of Expenditure, Ministry of Finance Circular regarding uniform date of annual increment to all the regular Teaching Staff**

Agenda Note	Discussion	Decision/Resolution
<p>The Finance Officer placed the agenda item regarding compliance with Department of Expenditure, Ministry of Finance Circular regarding uniform date of annual increment to all the regular Teaching Staff.</p>	<p>The Finance Officer apprised the members that the Department of Expenditure, Ministry of Finance, Government of India, through a Notification dated 25th July 2016, issued directions for uniform increment dates for all regular employees. Rule 10 of the Notification stipulates:</p> <ul style="list-style-type: none">• (1) There will be two dates for granting increments: 1st January and 1st July of each year. Employees will be entitled to one annual increment, either on 1st January or 1st July, depending on the date of their appointment, promotion, or financial upgradation.• (2) An employee appointed, promoted, or granted financial upgradation (including under the Modified Assured Career Progression Scheme - MACPS) between 2nd January and 1st July will receive their increment on 1st January. Those appointed, promoted, or granted financial upgradation between 2nd July and 1st January will receive their increment on 1st July. <p>Additionally, the Department of Expenditure issued a clarification on this notification in Notification No.</p>	<p>The members of the Finance Committee unanimously resolved to approve the agenda item, contingent upon a review of the joining dates of teaching staff to ensure that the implementation of this notification does not result in a disadvantage to any faculty member.</p> <p>The Committee further unanimously recommended the same to the Executive Council for approval.</p>



4-21/2017-IC/E, dated 28th November 2019.

The Finance Officer further informed the Committee that according to Part-1, Chapter 5, Rule 5.2 of the HPNLU Executive and Service Regulations, 2020, the pay scales and related provisions shall be governed by those notified by the University Grants Commission (UGC), subject to adoption by the University's Executive Council. For non-teaching staff, however, Part-2, Chapter 5, Rule 5.1 specifies that salary and pay grades are governed by the Government of Himachal Pradesh's rules, as adopted by the Executive Council.

Thus, the uniform increment dates specified in the UGC/Central Government Notification would apply only to teaching staff, while non-teaching staff would continue to follow the rules set by the Himachal Government.

Given these regulations, the proposal pertains exclusively to teaching staff.

The Finance Officer also noted that adopting the UGC notification from 1st January 2025 would incur an additional expenditure of approximately Rs. 3.5 lakhs, as employees whose next increment falls between 1st January and 30th June 2025 would be entitled to receive their increment on 1st January 2025.

After detailed deliberation, the Finance Committee approved the proposal and suggested that a review be conducted regarding the joining dates of teaching staff, ensuring no faculty member is disadvantaged by

	the implementation of this notification.	
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Item No. 17.18	To consider the conversion of some Group C and D employees as Multi-tasking Staff (MTS) to rationalise their utilities and minimise related financial expenditure.
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Agenda Note	Discussion	Decision/Resolution
<p>The Finance Officer placed the agenda item to consider converting some Group C and D employees as Multi-tasking Staff (MTS) to rationalise their utilities and minimise related financial expenditure.</p>	<p>The Finance Officer apprised the members that the University has already recruited different staff members for Group 'C' and Group 'D', which are non-teaching employees. He stated that the services of Group 'C' (Other than Clerks and Junior Assistants) and Group 'D' employees can be utilised and thereby rationalised if these staff are converted into Multi-tasking Staff (MTS) and deputed to different posts.</p> <p>Following detailed deliberation, the Finance Committee has recommended the formation of a three-member committee to assess the rationalisation process. This committee will assess the key aspects such as qualifications, technical requirements, and pay band variations related to the conversion of Group 'C' and Group 'D' employees to Multi-Tasking Staff (MTS). The conversion may accordingly be taken up.</p> <p>The Finance Committee further directed that the report prepared by the three-member committee be submitted for its review and consideration.</p>	<p>The members of the Finance Committee unanimously agreed to constitute a three-member committee to assess the rationalisation process. This committee will assess key aspects such as qualifications, technical requirements, and pay band variations related to the conversion of Group C and Group D employees to Multi-Tasking Staff (MTS).</p> <p>The Finance Committee further directed that the report prepared by the three-member committee be reported back to the Finance Committee in its next meeting.</p>

Item No. 17.19	To consider and approve the Honorarium for Teaching and Non-teaching Staff while such staff is in charge of any additional office/duties etc.
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Agenda Note	Discussion	Decision/Resolved
<p>The Finance Officer placed the agenda item to consider and approve the Honorary Policy Honorary for Teaching and Non-teaching Staff while such staff is in charge of any additional office/duties etc.</p>	<p>The Finance Officer apprised the members that agenda items about the honorarium grant to teaching and non-teaching employees in charge of any additional office or duties besides their regular duties were placed before the 16th FC Meeting on February 12, 2024. The Finance Committee deferred the matter and directed the University to prepare a policy for the grant of such honorarium.</p> <p>He informed that the University constituted a committee, and its report is placed as Annexure-XV. The Committee, given the limited availability of financial resources and rationalisation of expenditure, has recommended that honorarium should allowed only in those cases where, due to the nature of additional work/office, the employee is required to perform work other than his/her regular assigned work and he/she should be required to devote substantial time beyond his/her allotted office timing.</p> <p>After thorough deliberation on the agenda item, the Finance Committee suggested that a special honorarium for 'Proctor' (Rs. 10,000/) and chief-warden (Rs. 8000/) should be included. To this, the Finance Officer apprised the members that in the existing Hostel Regulations, there is no position of 'Proctor' or 'chief-warden', and all the disciplinary proceedings are taken up through Dean Student Welfare.</p>	<p>The Finance Committee unanimously approved the he Honorary Policy and recommended the same to the Executive Council with the following modification:</p> <ol style="list-style-type: none"> 1. Warden: ₹6,000 per month 2. DSW / Proctor: ₹8,000 per month 3. VC Driver: ₹ 2,000 per month 4. VC Cook: ₹ 2,000 per month



	<p>After deliberations, the Committee approved the honorarium policy with the following modifications in the rate of honorarium:</p> <ol style="list-style-type: none"> 1. Warden: ₹6,000 per month 2. DSW: ₹8,000 per month 3. VC Driver: ₹ 2,000 per month 4. VC Cook: ₹ 2,000 per month 	
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Item No. 17.20 **To consider nominating the Finance Officer as Member *cum* Convener of the Finance Committee.**

Agenda Note	Discussion	Decision/Resolution
<p>The Finance Officer placed the agenda item to consider nominating the Finance Officer as Member cum Convener of the Finance Committee.</p>	<p>The Finance Officer apprised the members that Chapter IV, Section 25 of the HPNLU Act, 2016 provides the constitution and composition of the Finance Committee. It states that:</p> <p>“Finance Committee constituted by the Executive Council shall consist of the following members, namely: — (a) the Vice-Chancellor; (b) the Secretary (Finance) to the Government; (c) three members, nominated by the Executive Council of whom one shall be Professor:</p> <p><i>Provided</i> that members of the Finance Committee, other than Vice-Chancellor and Professor shall hold office so long as they continue to be members of Executive Council.</p> <p>The Vice Chancellor informed that the Finance Officer of the University, who primarily looks after the financial matters of the University, is not a member of the Finance Committee. She proposed</p>	<p>The members of the Finance Committee unanimously resolved to recommend to the Executive Council for the nomination of the Finance Officer as a member of the Finance Committee through nomination under Section 25(c) of the HPNLU Act, 2016.</p>

	<p>that the Finance officer of the University should be nominated as member cum convene of the Finance Committee through Executive Council.</p> <p>After deliberating on the agenda item, the Committee resolved to recommend to the Executive Council the nomination of the Finance Officer as a permanent member of the Finance Committee, through nomination under Section 25(c) of the the HPNLU Act, 2016.</p>	
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Item No.	17.21	To consider the pay revision of certain employees in accordance with the Himachal Government Notification dated January 3, 2022, and compliance with Rule 5, Chapter 5, Part of the HPNLU Executive and Service Regulations, 2020.	
Agenda Note		Discussion	Decision/Resolution
<p>The Finance Officer placed the agenda item to consider the pay revision of certain employees in accordance with the Himachal Government Notification dated January 3, 2022, and compliance with Rule 5, Chapter 5, Part of the HPNLU Executive and Service Regulations, 2020.</p>		<p>The Finance Officer apprised the members that by an advertisement dated 12-08-2021, vacancies against Section, Officer, Junior Assistant, Driver, etc. were notified. The pay scale prescribed in the advertisement was the 'pay scale' as listed in the University Executive and Service Regulations, 2020. This notified pay scale was based on the Himachal Pradesh Government pay scale notification [i.e. HPCS (Revised Pay) Rule, 2012].</p> <p>He further apprised that the Himachal Government revised the above pay scale and notified it vide HPCS (Revised Pay) Rules, 2022, dated 03-01-2022. Later on, the university adopted the same as part of compliance with Chapter 5 of the HPNLU Shimla Executive and Service Regulations, 2020.</p> <p>He informed that the employees appointed through the above-said advertisement received their pay-fixation in June 2022 based on their old pay scale (Revised 2012), even though Rules 2, 3 & 4 of the HPCS (Revised Pay) Rules, 2022 categorically indicated otherwise.</p>	<p>The members of the Finance Committee unanimously resolved that University should follow the recommendations outlined in the received legal opinion on the matter, and recommended the same to the Executive Council.</p>

He further informed that pay fixation was placed before the 15th Finance Committee in July 2023, and the committee recommended that the University, being an autonomous body, have its pay scale. The Executive Council approved the same in its meeting. The establishment indicated the above anomaly in pay fixation and submitted a revised pay scale in accordance with the HPCS (Revised Pay) Rules, 2022. It is submitted that according to the note received from the Establishment, all persons who are appointed on or after the notification of 'the HPCS (Revised Pay) Rules, 2022' are required to be placed under the pay band as notified under 'the HPCS (Revised Pay) Rules, 2022', and this will necessarily fall under first 'cell' of his/her cadre.

He reiterated that HPNLU Executive and Service Regulations 2020 does not prescribe any effective pay scale for non-teaching employees. The scale described on p. 81 (table) is merely illustrative as the said table is required to be read along with Rule 5.1. of Chapter 5, i.e. '...pay scale notified by the Government of Himachal Pradesh from time to time and adopted by the Executive Council.' Once the University Executive Council adopted the newly notified scale and the university notified the same [here in this case, dated 19-04-2022], the said pay scale of Chapter 5 stands modified to that extent.

He reiterated that the revised pay scale was approved, and the University notified the change on 19.11. 2024 may be considered.

Prof. Vijender Kumar inquired if the matter was placed before the University Counsel for legal opinion. The Registrar informed the members that the matter was placed for a legal opinion, and the same was received and is part of the records to which the Finance Officer informed that the legal opinion is already attached to the agenda.

After thorough deliberation on the agenda item, the Committee unanimously opined that the University should follow the recommendations outlined in the

received legal opinion on the matter.

Item No. 17.22		To consider the pay fixation of Vice-Chancellor, Professor (Dr.) Priti Saxena.	
Agenda Note		Discussion	Decision/Resolution
<p>The Finance Officer placed the agenda item to consider the pay fixation of Vice-Chancellor, Professor (Dr.) Priti Saxena.</p>		<p>Before the discussion on the agenda, the Vice Chancellor informed the committee that since the matter pertains to her, she recused herself from the meeting. The same was recorded.</p> <p>The Finance Officer, with permission from other members, placed the agenda and apprised the members that as placed on file by Establishment Branch, HPNLU, Shimla vide file No. 18-1/22-HPNLU/P.F. (Estt.)-731, dated 21-10-2024, regarding pay fixation of Vice-Chancellor HPNLU, Shimla. In the office note, it is stated that as per Part-I Rule 2.9.4 of the Himachal Pradesh National Law University, Shimla Executive and Service Regulations, 2020, the Vice-Chancellor shall be entitled to:</p> <p>(i) Such salary as may be notified by the University Grants Commission/Central Government from time to time.</p> <p>(ii) Dearness and other allowances as notified by the State Government from time to time.</p> <p>He refers the Rule 2.9.4 which further provides that-</p> <p>(vii) Allowances, Leave and Leave Salary as per UGC scales or as per deputation Rules of Government of State/parent institution, if a person, employed in another institution, is appointed as the Vice-chancellor on deputation/lien. She shall be entitled to such Allowances, Leave and Leave Salary till such time as the person continues to hold lien on her post. The University shall also pay Leave Salary, Provident Fund, Pension Contributions to the institution from where the Vice-Chancellor is permanently employed; and</p> <p>He informed the member that the appointment letter issued by the Hon'ble Chief Justice, High Court of Himachal Pradesh and the Chancellor of the Himachal Pradesh National Law University, Shimla, dated 15.10.2024, provides that the basic salary of the Vice-Chancellor shall be 'as notified by the University Grants Commission/Central Government from time to time along with Special Pay and other allowance as per HPNLU, Act and</p>	<p>After thorough deliberation, the Committee unanimously resolved that the Special Allowance of Rs. 11,250/- per month to Vice Chancellor is part of UGC scale, and hence the same is required to be released along with the salary.</p> <p>However, the matter of pay protection of the Vice-Chancellor does not fall within the purview of the Finance Committee.</p> <p>The Committee recommended that the issue be placed directly before the Hon'ble Chancellor through the Executive Council for</p>

Regulations’.

consideration.

He further informed that as per University Grants Commission New Delhi, Government of India, Ministry of Human Resource Development, Department of Higher Education, the pay of the Vice-Chancellor should be fixed at Rs. 2,10,000 (fixed) with an existing special allowance of Rs. 11250/- per month. [Revised Special Allowance (as per GOI, MHRD, Dept. of Higher Education vide Notification No. 1-4/2017-U.II, dated 28-01-2019).]

The Finance Officer stated that the last basic pay drawn by Prof. (Dr.) Priti Saxena from her parent University is Rs. 2,18,200/-; therefore, as per Rule 2.9.4 and also the Fundamental Rule 22, Government of India, Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training, Establishment (Pay-I Section), the Pay of Vice-Chancellor may be protected.

The Establishment Branch furnished a revised pay fixation of the Vice-Chancellor specified as follows:

1. Basic Pay at parent institution, before joining as Vice-Chancellor in HPNLU, Shimla- Rs. 218,200/-
2. Basic Pay on joining as Vice-Chancellor in HPNLU, Shimla (after pay protection as per parent institution)- Rs. 218,200/-
3. Revised Special Allowance (as per GOI, MHRD, Dept. of Higher Education vide Notification No. 1-4/2017-U.II, dated 28-01-2019) – Rs. 11,250/-

The Finance Officer accordingly submitted that agenda item for approval and protection of pay of the Vice-Chancellor, HPNLU, Shimla, from joining this University, i.e., 16-10-2024.

Prof. Vijender Kumar stated that the matter of pay protection of the Vice Chancellor should directly be placed before the Hon’ble Chancellor through the Executive Council. The Finance Committee would not be an appropriate body to take up the matter. He further stated that the Special Allowances, being part of UGC notified pay scale, do not require any confirmation from the University bodies, and should immediately be released in her favour.

After a thorough discussion of the agenda item, the Finance Committee opined that the matter of pay protection of the Vice-Chancellor does not fall within the purview of the Finance Committee. The Committee recommended that the issue be placed directly before the Chancellor through the Executive Council for

consideration.

TABLE AGENDA

Item No. 17.23		To consider revision of roster for teaching and non-teaching employees.			
Agenda Note		Discussion		Decision/Resolved	
The Finance Officer placed Table Agenda No. 1 regarding the revision of the roster of the teaching as well as non-teaching employees.		The Finance Officer apprised the Finance Committee that the University has applied to UGC for a grant of 12B status. The UGC, after having inspected the University, including the records of sanctioned seats of teaching and non-teaching employees, sought a status report on the reservation roster, especially appointments made against the sanctioned positions. In compliance with the UGC requirement, the University has assessed the required strength of the teaching and non-teaching employees and prepared a revised reservation roster. Once the UGC clears the roster, it will be placed again before the Committee. After a thorough discussion of the agenda item, the Finance Committee opined that the roster may be implemented with immediate effect, and after the completion of the revision work, the same be reported back to the Committee.		After a thorough discussion of the agenda item, the Finance Committee unanimously approved the agenda item and recommended the same to the Executive Council.	
Agenda Item No. 17.24		To consider and decide the irregularities in the pay fixation of Prof. S.S. Jaswal and his representation regarding the grant of two additional increments.			
Agenda Note		Discussion		Decision/Resolution	
The Finance officer presented table agenda No. 2		Before the discussion on the agenda, the Registrar, Prof. (Dr.) S.S. Jaswal informed the committee that since the matter pertains to him, he recused himself from the		After thorough discussion of the agenda item, the	

involving the anomalies in the pay fixation of Prof. S.S. Jaswal, along with his representation for grant of two advance increments.

meeting. The same was recorded.

The Finance Officer, with the permission of the Chair, presented the agenda.

He apprised the esteemed members that Professor S.S. Jaswal joined this University on 26th June 2021 as the Professor of Law on the recommendation of the Selection Committee, in a pay scale of 37,400-67000+ AGP 10000 (UGC). The Selection Committee recommended two advance increments; however, the letter of offer issued to Professor S.S. Jaswal did not mention it. The Offer letter *vide* para 2 categorically states that

“Your appointment shall be in the pay scale of Rs 37400-67000 + AGP 10000 (UGC) as presently applicable for the post of professor of law. In case you are already in service and drawing salary higher than the initial pay payable in aforesaid grade, the Executive Council Himachal Pradesh National Law University Shimla may consider the fixation of your initial pay on the basis of last pay drawn certificate issued by your present employer.”

Professor S.S. Jaswal made a representation for the pay protection *vide* representation dated 09-09-2021 claiming for pay protections based on last drawn salary only. The representation was placed before the FC dated December 10, 2021. The Finance Committee recommended the protection of ‘last pay drawn’ by Professor Jaswal, which the Executive later approved in its meeting dated 10th December 2021. The recommendation of FC/EC dated December 10, 2021, was placed before the Hon’ble Chancellor, who passed the following order on March 7, 2022- *“pay protection as proposed by the FC and EC is approved except in respect of SPA of Rs. 11000/-”* Accordingly, the University notified him of his pay fixation dated 24-08-2022, however, granted two advance increments which were never part of the recommendation of FC/EC or the Hon’ble Chancellor. Further, the old date of increment was also protected. Thus, he effectively received three

Finance Committee unanimously resolved that the Vice Chancellor will prepare a detailed report on the pay fixation of Prof. S.S. Jaswal, and her report along with the report of the Committee constituted by Executive Council [in the matter of pay fixation of Prof. (Dr.) S.S. Jaswal] be placed before the Executive Council.

All matters related to pay fixation of Prof. Jaswal be taken accordingly.

advance increments.

Notably, his pay fixation dated 29-08-2022 under the 7th Pay was done based on his last drawn salary from Modi University, and the two advance increments received through improper fixation of salary dated August 24, 2022. Thus, he received a highly inflated salary.

While fixing his annual increment in September 2023, the Establishment brought the above discrepancy to the notice of the Vice Chancellor. The matter was referred to a committee headed by an Hon'ble Member of the Executive Council. The Committee held its meeting on 27th October 2023. The Committee unanimously decided that since the above-said FC and the EC meeting never approved the said two advance increments in favour of Prof S.S. Jaswal, the same could not have been granted. Accordingly, the grant of two advance increments was stopped immediately by an order dated November 4, 2023; however, no recovery concerning said excess amount in the form of two advance increments has been made so far.

A complete fact sheet of the case of pay fixation, pay protection, increment, etc., of Professor S.S Jaswal during the time he held the term post of Registrar and as he joined the regular post of Professor in June 2021, prepared by the Accounts Branch and Deputy Registrar (Establishment). The financial opinion of the Finance Officer was placed before the Committee.

He apprised the esteemed members that before joining a regular post at the University (as a professor of law), Professor S.S. Jaswal, on June 26, 2021, held a term post of 'Registrar' of the University from 19th September 2016 to 26th June 2021. His appointment order was issued from the Office of the Hon'ble Chancellor with the following effect =:

".... initially for five years or till regular registrar is appointed, in the pay band of Rs. 37400-67000 plus Rs 10000/- Grade Pay per month along with other allowances as per the

University Rules / UGC norms”.

However, the University accounts, then under the command of the Registrar himself, did pay fixation and protected his salary along with the Special Purpose Allowances (SPA) of Rs. 11000/- which he was drawing in his previous institution, i.e. Modi University, Rajasthan. This pay protection was not placed before the Vice-Chancellor or any competent approval authority. It is informed to hon'ble members that even if the last pay drawn from the previous employer could have been protected with the approval of the competent authority/body of the university, the SPA amounting to Rs 11000/- per month could never have been protected as part of the salary fixation. Thus, not only the pay protection granted to him was without authorisation but also the amount of SPA paid to him from September 2016 to June 2021 was illegal without authorisation. In that event, an appropriate SPA amount is required to be recovered, and the same is placed here for consideration. It is also noteworthy that the matter of pay protection was placed before the Hon'ble Chancellor dated 07-03-2022. His Lordship was pleased to order that the SPA cannot be protected as part of pay protection.

It is also placed on record that during his services in term post as 'Registrar', Prof. SS Jaswal opened an NPS account and received NPS contributions from the University during the whole period of the term post he held, i.e. from September 19, 2016, to June 25, 2021. In this respect, esteemed members are informed that only a regular employee or a person holding a regular post is entitled to receive annual increment as well as NPS contributions as per the applicable Rules/Notifications of the Himachal Government, Finance (Pension) Department dated August 17, 2006.

Section 36 of the HPNLU Act 2016 prescribed the provision for the appointment of the First Vice Chancellor and First Registrar. The provision is given unde

36. Appointment of first Vice-Chancellor and first Registrar.—Notwithstanding anything contained in this

Act and the statutes, the first Vice-Chancellor who shall be an accomplished academician in law or an eminent jurist shall be appointed by the Chancellor and shall hold office of the Vice-Chancellor for a period of five years or till he attains the age of sixty-five years, whichever is earlier.

The first Registrar shall be an academic person in law not below the rank of a Professor shall be appointed by the Chancellor on the recommendations of the Vice Chancellor. He shall hold office for a period of five years or till a regular Registrar is appointed, whichever is earlier.

Accordingly, Prof. S.S. Jaswal's appointment as Registrar was a term / contractual appointment, and thus, NPS contributions to his NPS accounts violate the NPS Rule. It may be reiterated here that Prof. Jaswal was given a regular appointment as a professor of law on June 26, 2021. The matter of legality and recovery, as the case may be of money paid as part of NPS to Professor Jaswal, is placed before the Hon'ble member for consideration and decision.

It is further placed on records that while holding the term post of Registrar from September 2016 to June 2021, he drew increments (in total, four annual increments). The grant of annual increment against the term appointment was in violation of the law.

It is submitted that his pay fixation was done, *firstly* by giving him pay protection in 2016 to the salary he drew from the Modi University, which is in violation of the express provision of the appointment order issued by the Hon'ble Chancellor; *Secondly*, his continuously receiving of annual increments (in total four annual increments) while holding a term post of 'Registrar', and later on considering these four annual increments as the basis for his pay protection and fixation in the year 2022; *thirdly*, granting him two advance increments in violation of expression provision of the FC/EC dated December 10, 2021, and *fourthly*, giving him annual increment in September 2021, though he joined his regular service in June

2021 resulted into accumulated and highly inflated salary.

The following considerations and decisions are required in the above matter-

- (a) Recovery of additional amounts received by Prof. S.S. Jaswal which was paid to him due to improper fixation and protection of salary (i.e. based on the last drawn salary from Modi University) since his appointment as Registrar in September 2016 till date, which is in violation of the express provision of the appointment order issued by the Hon'ble Chancellor.
- (b) Recovery of SPA drawn by Prof. S.S. Jaswal from September 2016 to June 2021.
- (c) Recovery of NPS Employer Contribution from September 2016 to June 2021 i.e. till his joining as Professor against a regular post.
- (d) Recovery of financial loss to the university due to the grant of annual increments against a term appointment.
- (e) Recovery of financial loss to the university due to an inflated pay protection based on four annual increments, two advance increments and additional increment granted in the month of September 2021.

Prof. Vijender Kumar focused on the issue of two increments, as suggested by the Selection Committee, and opined that the same probably was missed in the offer letter, and the same should be considered and given to him. When it was placed that there are serious anomalies in his pay fixation, and the Executive Council constituted a committee, he said that the report of the Committee be placed before the EC so that the same may be considered there.

Sh. Lovneesh Kanwar stated that once an appointment letter is issued based on the recommendation of the Selection Committee, all the recommendations of the Selection Committee shall be part of the offer letter *sub silentio*. To which the Finance Officer stated that financial benefits cannot be given without explicit provision of the offer letter. He further stated that there



	<p>are other anomalies in the pay fixation.</p> <p>Professor Vijender Kumar stated that the Vice Chancellor should take up the report of the Committee constituted by EC on this matter and place the report before EC. Whatever decision EC takes, the same be reported to FC again for execution. He further stated that if there is any anomaly in the fixation, there can be recovery of excess salary, if any, by following due procedure.</p> <p>After a thorough discussion of the agenda item, the Finance Committee suggested that the Vice Chancer should prepare a report of the entire matter and the report along with the earlier committee constituted by the Executive Council in his matter be placed before the Executive Council for consideration, and all matters related to his pay fixation be taken accordingly.</p>	
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Agenda Item No. 17.25	Any other Item with the permission of Chair.
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Agenda Note	Discussion	Decision/Resolution
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<p>Prof. S.S. Jaswal, the Registrar, requested clarification on the availability of specific allowances to teaching staff per Chapter 17, Rule 17.3 of the HPNLU Executive and Service Regulations, 2020.</p>	<p>With the permission of Chair Prof. S.S. Jaswal, the Registrar placed Table Agenda No. 2 and requested clarification as to the availability of specific allowances to teaching staff per Chapter 17, Rule 17.3 of the HPNLU Executive and Service Regulations, 2020.</p> <p>Rule 17.3 reads as follows-</p> <p>“Allowances and Benefits: Other allowances and benefits, such as Hometown Travel Allowance, Children’s Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, Area-based Special Compensatory Allowance etc. for teachers and Library shall be as applicable to the Central</p>	<p>After thorough deliberations, the members of the Finance Committee resolved that the allowances shall be admissible as per the provisions contained in the HPNLU Executive and Service Regulations, 2020.</p>
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Government employees and be governed by the relevant rules as notified by the Government of India from time to time subject to adoption by the University. Detailed policy of Home Travel Allowance annexed as Appendix-V”.

After thorough deliberations, the members opined that the University is bound to release allowances as per the approved regulations.

The Vice-Chancellor and Registrar concluded the meeting by expressing his gratitude towards the esteemed members of the Finance Committee.


Registrar
Ex-Officio Secretary
Finance Committee
HPNLU, Shimla