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CONSTITUTION OF BOARD OF GOVERNORS, SHAHEED BHAGAT SINGH COLLEGE OF ENGINEERING AND TECHNOLOGOY, FEROZEPUR.

Dr. Upinderjit Kaur Technical Education Minister, CHAIRPERSON Punjab. Mr.N.S.Rattan, IAS Principal Secretary to the Government of **EX-OFFICIO** Punjab, Deptt. of Technical Education & MEMBER Industrial Training. Secretary to Government of Punjab **EX-OFFICO** Deptt. of Finance or his representative generally MEMBER not below the rank of Joint Secretary. Secretary to Government of Punjab **EX-OFFICO** Deptt. of Science and Technology & Enviornement MEMBER or his representative generally not below the rank of Joint Secretary. Mr. N.S.Kalsi, IAS **EX-OFFICIO** Director Technical Education MEMBER & Industrial Training, Pb. Sh. Paramjit Singh, MLA MEMBER Guruharsahai Distt.Ferozepur. a) Nominee of the Ministry of MEMBER Human Resource Development New Delhi. b) Nominee of All India MEMBER Institutions. 8. a) Member whose experience is considered MEMBER(VACANT DUE relevant to the cause, of technical TO RESIGNATION OF education or management of the college. SH. M.S. CHAHAL This could also be chosen out of Senior State Govt. Officers. b) Sh.S.K.Bijlani MEMBER 18, Sector-2, Chandigarh.

EX-OFFICIO

Contd.P/2...

MEMBER

The Vice Chancellor, Panjab

Tech. Univ., Jalandhar or his nominee.

-2Mr.Anil Setia,Industrialist
Setia Niwas,Railway Road,
Mukatsar.

Mr. Sunil Munjal,Managing Director
Hero Cycles Ltd.,Cr-Division
Ludhiana.

MEMBER

MEMBER

Prof. S.K. Khanna
Nominee of the University
Grants Commission.
Former Chairman, AICTE &
Vice Chairman UGC,242,
Vivekanand Puri, Sarai Rohalla,

MEMBER

Faculty representative from amongest Professors.

13.

MEMBER(VACANT)

Dr.I.Bhattacharya
Asstt. Prof. in Humanities
SBSCET,Ferozepur.

MEMBER

Prof. R.C.Bahl Principal SBSCET,Ferozepur. EX-OFFICIO MEMBER SECRETARY

Chairman, State Board of Technical
Education and Industrial Training Punjab
or his representative generally not below
the rank of Secretary of the Board or Head
Curriculum Development and Examination of
the Board.

EX-OFFICIO MEMBER Sent nation of the proceedings of the third meeting of the Board of

ITEM NO.5.1 Confirmation of the proceedings of the fourth meeting of the Board of Governors.

The proceedings of the fourth meeting of the Board of Governors held on 19.05.98 were circulated to its Chairperson and Members for information and comments, if any, vide memo no. SBSCET/BOG/ FZR/2732-58 dt.09.06.98 and are placed here as annexure -I on

Page 26-28 report of clianced Dhegat Sitish College of Engs & No comments have been received. The proceedings are placed before of the critings was given the BOG for confirmation please.

and completion was by the end of 1697. In view of poor flow of funds

A sum of Re. 134 43 locs has been part locards cost of land. Some fand owners have since filed cases in the country anhanced compensation. Accordingly some prints an all funds has to be sept to pay compensation. If

To report the proceedings of the fourth meeting of the Finance

ITEM NO. 2A Action taken report on the decisions taken in the fourth meeting of the Board of Governors, SBSCET, FEROZEPUR held on 19.5.98.

ITEM NO.4.1 Confirmation of the proceedings of the third meeting of the Board of Governors.

Decision It was resolved to confirm the proceedings of the third meeting of the Board

of Governors of SBSCET Ferozepur held on 21.6.97.

Action: No action is called for.

ITEM NO.4.2 Action taken report on the decisions taken in the third meeting of the

Board of Governors, SBSCET, Ferozepur held on 21.06.1997.

Decison The Board approved the actions taken on the decisions of the third meeting

of Board of Governors

Action: No action is called for.

Decision:

ITEM NO.4.3 Overall progress report of Shaheed Bhagat Singh College of Engg. & Tech., Ferozepur.

A detailed account of the progress of the college was given by the Principal. It was pointed out thatthe civil construction work of the college as started in the Sept. - October, 1994 by NBCC on turn key basis and the targetted completion was by the end of 1997. In view of poor flow of funds only 65-70% civil construction and development work could be completed so far.

A sum of Rs. 134.43 lacs has been paid towards cost of land. Some land owners have since filed cases in the court for enhanced compensation. Accordingly some provision of funds has to be kept to pay compensation, if any, as per the final decision of the court.

An amount of Rs. 149.12 lacs has been spent on equipment, machinery and books as on 31.3.1998 against a provision of 875.00 lacs in the detailed project report of the college. Lack of equipment in the laboratories is largely on account of non availability of funds. This is adversely affecting teaching learning programmes in the college.

With the admission of 1998 the total strength of students will goup to 900. Faculty of 40 regular teachers at all level is in position on date and is grossly inadequate to meet the teaching requirements as per the norms laid down by the AICTE. Atleast 90 faculty members should be available for engaging the class work. It was stressed that steps should be taken on priority basis to recruit the faculty at the earliest.

Principal strongly pleaded that substantial funds to the tune of Rs. 1100.00 lacs should be released in 1998-99 to complete the infrastructural needs i.e. buildings, roads, services, equipment and machinery for the college.

Action: No action is called for at the college level.

ITEM NO. 4.4 To report the proceedings of the fourth meeting of the Finance Committee.

Decision: It was resolved to take on record the proceedings of the fourth meeting of

Finance Committee, SBSCET, Ferozepur held on 21.10.97.

Action: No action is called for.

ITEM NO. 4.5 To report the appointment of staff (teaching & others staff).

The Board accorded ex-post facto-approval to the approval granted by the Decision

Chairperson, BOG for the appointments to the teaching and other posts as

contained in the agenda item. Appointments were taken on record.

Action: No action is called for.

ITEM NO. 4.6 Confirmation of staff who successfully completed their probation period.

Decision The Board accorded ex-post facto approval to the approval granted by the

Chairperson, BOG for confirmation of employees as per the agenda item.

Office order regarding the confirmation of the services of the concerned Action:

officers / official has been issued vide this office order no 3218, 3214, 3186, 3194,3202,3206,3198,3190,3210,3222dt.24.6.98,6155,6151,6147,6143, 6139,6135,6131,6127,6123,6119,6115,6111,6107,6103,6099,6091,6087 6095,6083 dated 14.10.98 and 1096,1100,1120,1104,1108,1112,1116,1092, 1089,1124,1128,1132,1136,1140,1144,1148,1152,1156,1160,1164,1168

dated 25.5.99

ITEM NO. 4.7 Implementation of the recommendation of the fourth Punjab Pay Commission (for the employees other than teachers, librarian and DPE)

Decision: The Board accorded ex-post facto to the approval given by the Chairperson,

BOG for allowing the employees of this college (other than teachers, librarian & DPE) to draw salaries as per the general conversion table released for converting the existing pay scales into their revised equivalents

effecting from 01.01.1996.

Salary has been disbursed to the staff according to the general conversion Action.

table of revised pay scale w.e.f. 1.1.96 as recommended by the fourth

Punjab Pay commission.

ITEM NO. 4.8 Approval of rate of interest payable on CPF to the employees.

The Board approved the recommendation of the Finance Committee to allow Decision:

12% per annum rate of interest on CPF to the college employees for year

1997-98.

Action: Interest on CPF/GPF has been credited in the individual CPF/GPF account

of the officers/officials.

ITEM NO. 4.9 Approval of panel of advocates for taking up judicial work of college at

Pb. & Haryana High Court, Chandigarh and Distt. Court Ferozepur.

The Board accorded ex-post facto approval to the approval granted by the Decision:

Chairperson, BOG for the panel of advocates for taking up judicial work of the college at Pb. & Haryana High Court , Chandigarh and Distt. Court

Action: Concerned advocates were informed regarding their placement on the panel

of the college vide this office letters no SBSCET/FZR/7225-7231

& no.7216-7224 dt.16.12.97.

contd.P/3..

ITEM NO.4.10 Amendment in Constitution of the BOG regarding nomination of Vice-Chancellor,PTU,Jalandhar or his nominee and MLA holding Tech.

Degree.

Decision: The Board accorded ex-posto approval to the approval granted by the

Chairperson, BOG for amendments in the constitution of the BOG as per the

agenda item.

PSTE/IT asked the Principal to submit a list of MLA's from district Ferozepur

to the Deptt. for its consideration and further recommendation to the

Speaker for nominating one MLA on the BOG of the college.

Action: Chairperson, BOG has nominated Vice Chancellor, Punjab Technical

University, Jalandhar on the Board of Governors.

A list of MLA's from district Ferozepur was submitted to PSTE/IT vide this

office note no.BOG/2096 dated 5.5.98.S.Paramjit Singh MLA from

Guruharsai was appointed as a member of the Board of Governors of the

college vide PSTE/IT's office letter no.6803 dt.15.10.98.

ITEM NO.4.11 Nomination of faculty members on the Board of Governors.

Decision: The Board accorded ex-post facto approval to approval granted by the

Chairperson, BOG for the nomination of faculty members to the BOG as per

agenda item.

Action: Concerned faculty members were informed.

ITEM NO.4.12 Requirements of funds for non-recurring expenditure.

Decision: The Board noted with concern the shortate of funds being faced by the

college for creation of necessary infrastructure to impart proper education to

the students.

It was agreed that a special comprehensive note will be prepared by the

deptt. for the consideration of appropriate authority to get the much needed f

funds released to the college at the earliest.

Action: A special comprehensive note was sent to the office of PSTE/IT vide this

office note no.2259 dated 25.5.98. It is informed that sufficient funds were

not released to the college during the financial year 1998-99.

ITEM NO. 5.2 To report the appointment of staff (teaching & other staff)

The appointments to approved teaching and other posts were made from time to time after following procedure laid down in the college bye-laws/PSTE,CHD letter No.2/155/97-2TE -2/6855-99 dated 12.12.97 and No. 2/53/98-2TE-2/4381-90 dated 07.07.98. The list of staff (teaching & other staff) is placed at annexure II on page no. 29 to 33.

The proceedings of selection committee are placed at annexure III & IV on page no. 34 to 57 The appointment of staff and proceedings of selection committees are placed before the BOG for information please.

ITEM No.5.3 Confirmation of staff who successfully completed their probation period.

The Chairperson, Board of Governors has approved the confirmation of 50 employees of this college who have successfully completed their probation period of two years of service in anticipation of the approval of the Board of Governors.

The approved notings dated 01.6.98, 26.9.98 and 16.4.99 are placed at annexure V on page no. ___58-61_.

The matter is placed before the BOG for ratification please.

10.5.4 Nomination of faculty members on the Board of Governors.

The Chairperson, Board of Governors has approved the nomination of Dr. I. Bhattacharya, Assistant Professor in Humanities department as faculty member of the Board of Governors of this college for a period of one year i.e. from 01-4-99 to 31-3-2000, in anticipation of the approval of the Board of Governors.

The approval is placed at annexure -VI on page no. 62

The matter is placed before the BOG for ratification please.

ITEM NO.5.5 Ratification for extension of term of Mr.Manjit Singh, Technical Assistant (Stop-gap-basis).

In view of the urgent requirement of department, Mr.Manjit Singh S/o Sh.Kulwant Singh was appointed to the post of Technical Assistant (Mechanical) on stop-gap basis for six months in the pay scale of Rs. 1800-3200 and he joined his duty w.e.f. 13.8.97(FN). His term was extended from time to time as per college bye law 2.10 and with the approval of Chairperson, Board of Governors and last extension was granted upto 31.12.98 in anticipation of the approval of the Board of Governors.

Meanwhile he was selected as Technical Assistant on regular basis and joined on regular basis w.e.f. 28.12.98(AN) in this college.

The application dated 8.8.97, appointment order No. 3524-25 dated 8.8.97, noting dated 29.1.98, 20.7.98, 1.9.98, 7.10.98 and 7.12.98 are placed at annexure VII on page no. 63 to 69.

The matter is placed before the BOG for ratification please.

ourness for consideration.

PT letter dated 27 8 98 and Daniely Greet, Meteo date

EM NO.5.6

Enhancement in Age of Superannuation from 60 to 62 years.

The Govt. of India, Ministry of Human Resource Development

(Department of Education) has increased the age of superannuation
of teachers from 60 to 62 years vide letter No.F18-32/98-TS III
dated 27.8.98. There shall be complete ban on extension in service
beyond the age of superannuation. However, the Institute may reemploy a superannuated teacher upto 65 years in accordance with
the existing provision(s) in the Status/Memorandum of Association
and Rules/Scheme, Regulations and Bye-Laws of the Institute, as
the case may be. The Institute may make necessary provision(s) in
the Status/Memorandum of Association and Rules/Scheme,
Regulations and Bye-Laws by suitably amending them on
the above lines.

MIIRD letter dated 27.8.98 was received through Punjab Govt.,

Department of Technical Education & Industrial Training Memo

No.9/16/98-5TE-2/6057 dated 14.9.98 for submission to the Board
of Governors for consideration.

The MHRD letter dated 27.8.98 and Punjab Govt. Memo dated 14.9.98 are placed at annexure VIIIon page no. __70_ to

ITEM NO.5.7. University nominee on selection committee for faculty position. conessas su contractual employers or so

The Chairperson, Board of Governors has approved the matter for associating a nominee of the Punjab Technical University, Jalandhar on selection committees for teaching posts. The approval is placed at annexure 1x on page no. 75 owing Colleges to the firste has also been

the parentent of service is merits to such control new employees and

Governors in anticipation of the approval of the Board of Governors

untugh PSTE/fi vide this college Noting No. SBSCET PZR/4160.

specific approval of the Board of Geveniors and there is increed to

rises any order to anticipation of Board(s) of Governor, approval,

The matter is placed before the BOG for confirmation please. provision of further extension. The her lays are allent with regard to **FEM NO.5.8**

Providing retirement benefits to contractual employees or to the incumbents holding tenure posts.

The bye-laws of the college provide for appointment of faculty and officers on contractual basis as per requirements. The post of Principal in all the Engineering Colleges in the State has also been made as tenure posts initially for a period of 3 years with the provision of further extension. The bye laws are silent with regard to the payment of service benefits to such contractual employees and the incumbent appointed against tenure posts. The following amendment was proposed for approval to the Chairperson, Board of Governors in anticipation of the approval of the Board of Governors through PSTE/IT vide this college Noting No.SBSCET/FZR/4160 dated 22.7.98(placed at annexure X on page no. 76 to 78):

"8.4.3(b) that the incumbent appointed on contractual basis against tenure posts to be allowed to receive all benefits on prorata basis for their period of service rendered in the College."

The case was discussed with the Chairperson of the Board of Governors by PSTE/IT and it was advised to prepare the agenda note for approval of the Board of Governors and there is no need to pass any order in anticipation of Board(s) of Governors approval.

The matter is placed before the B.O.G. for consideration and approval please.

ITEM NO.5.9 Proposal for appointment of superannuated personnel on contract basis.

It has been informed by Regional Engg. College, Jalandhar vide letter No.Rect/BSA/4/1/3719-21 dated 17.2.99 that their Board of Governors in its 16th meeting held on 11.1.99 accepted the recommendations of the committee constituted in its 15th meeting under the Chairmanship of Vice Chancellor, Punjab Technical University, Jalandhar with regard to contract appointments. The Board also decided that the salary to the personnel appointed on contract basis shall be paid consolidated. The copy of the letter dated 17.2.99 and report of the committee is placed at annexure XI on page no. 79 to 83.

The matter is placed before the BOG for consideration and approval please.

Information Technology facilities to all the degree level students of Engineering Colleges. Finance Committee of the college in its 7th meeting has approved and recommended for charging a fee of Rs.1000/- (One thousand only) per semester/student for giving the facilities mentioned above vide Agenda Item No.7.12 (copy placed at annexure XII) on page no.. 84 to The matter is placed before the B.O.G. for approval please. relies while to require 5 m. standing from the night semester. After the expenses on Allowship and academic expenses of the Franking delices selected by the Recover translations themselves.

ITEM NO.5.11

To consider 'Early Faculty Induction Programme' launched by AICTE.

AICTE has taken initiative in launching a novel scheme "Early

Faculty Induction Programme" aimed at meeting the acute shortage
of teachers in technical education by attracting bright young
graduates to teaching career.

The scheme provides for selection of candidates in the seventh semester level of UG studies of Engg. & technology and award of fellowship @ 10,000/- p.m. starting from the eighth semester. After completion of the P.G. Programme, the candidates are placed as teachers in Technical Institution (Receiver Institution).

AICTE will provide a major component of funding for the scheme.

However, the Receiver Institution are required to contribute 25% of the expenses on fellowship and academic expenses of the Teaching.

Fellows selected by the Receiver Institutions themselves.

In this regard, AICTE has desired to know the willingness of our institute to participate in the scheme as Receiver Institution and the requirement of Teaching Fellows (discipline-wise).

contd

ITEM NO.5.12

To report Sports Activities in the college.

A report on sports activities held in college is placed at annexure

XIV on page no. 93 to 94

The matter is placed before the BOG for information please.

Asum of Rs.2101.07 locs has been spent on buildings and

a richer ex administrative complex (3040-m²) and amenities by wiscones and staff (3273 m²) have not been taken up as

n No. 5.13

Overall progress report of Shaheed Bhagat Singh College of Engineering and Technology, Ferozepur.

Buildings and Development Works

The project report of the college was approved by the BOG in its first meeting held on 9.6.94. The total outlay of funds for building and development work is Rs.2168.00 lacs. The work for construction of buildings providing services like sewrage, electricity, roads and water supply and creating of other structure was entrusted to National Buildings, Construction Corporation Ltd.(A Govt. of India Undertaking) on turn key basis and an agreement was signed on 29.6.94. The construction work of the college buildings was started on 17.9.96. The college is spread over an area of 98.4 acres and is located on Moga Road at a distance of 4 km. from Ferozepur. The master layout plan for the college provided for a total plinth area of 58002 sq. metres as per details below:

(Area in Sq.Metres)

evolution,	Area	Work	Work-in-	
	required	completed	progress	
tructional Complex	14052	11884	5706	
aff Residences	18178	11288	rocured for t	
udents Hostel	18000	15387	nedlocis/ma	
udents and Staff Amenities	3823	shoo manuals	550	
dministrative Complex	3949	received in the	seeding roo	

A sum of Rs.2101.07 lacs has been spent on buildings and development works as on 31.05.1999. Besides this there is a liability of Rs.250.53 lacs against pending bills upto 31.05.1999. The details of buildings and other works taken up are given in tabular form at annexure XV, on page no. 95

No new work could be taken up and no on going works could be completed for want of shortage of funds.

Works on administrative complex (3949 m²) and amenities for students and staff (3273 m²) have not been taken up as

Land

A sum of Rs.300.00 lacs were provided in the detail project report of the college. Rs.134.43 lacs has been incurred through SDM,Ferozepur upto 31.3.99.

Case for enhancement of cost of land has been decided by the Honourable Court. Rs.514.46 lacs are payable to the owners of the land as per letter of SDM-cum-L.A, Ferozepur (copy placed at annexureXVI).on page no.96.

Machinery and Equipment

A sum of Rs.875.00 lacs is provided in the detailed project report of the college. An expenditure of Rs.156.31 lacs has been incurred as on 31-05-99 for creating laboratories.

Devlopment work of laboratories is suffering badly as purchases of required equipment are not made due to non availabity of ssufficent funds. Detail is placed at annexure XVII on page no 197.

Books and Library

A total of 6200 text books have been procured for the use of students and teachers. 87 journals/periodicals/magazines and 335 ISI codes/workshop manuals and Twelve newspapers are being received in the reading room of the library.

It is added that as per norms fixed by AICTE 11312 books are needed ,but required number of book are not purchased for wants of fund.

Vehicles to provision of funds to detayed release of

The college has one ambassdor car, one TATA 1510 bus (52 seater) ,one mini bus(33 seater) and a M & M Commander jeep.

One tractor and an ambulance were approved by the Finance Committee during year 1997-98. But these could not be purchased due to the shortage of funds.

Academic Programmes

The first academic session of the college was started on 21.08.95 and first batch (1995 admissions) of one hundred and twenty students is passing out in June/July 1999 Admissions to all the six B.TECH. degree programmes were made through CET entrance test. LEET students are also admitted to the college. Total student strength year-wise and branch wise is as under:-

Addmission Total

Branch Mechnical Engg. Production Engg. Industrial Engg. Computer Sci.& Engg. Chemical Engg. Meterials Engg.	1996-97 CET/LEET/ nominated by Govt. of India 40+0+0 40+0+0 40+0+0 40+0+0	1997-98 CET/LEET/ nominated by Govt. of India 40+4+1 40+4+1 40+4+1 40+4+0 40+4+0	1998-99 CET/LEET/ nominated by Govt. of India 40+4+1 40+4+0 40+4+1 40+4+1	1999-2000 CET/LEET/ nominated by Govt. of India 40+4+1 40+4+1 40+4+1 40+4+1	175 175 174 175 174 173
Materials Engg.	240	268	268	270	1046

Admission Admission Admission

AICTE approvals for the courses offered in the years 1995-96, 1996-97, 1997-98 and 1998-99 are available.

AICTE inspection team visited the college on 26-04-99 for approval for 1999-2000.

Inadequate provision of funds & delayed release of instalments of grants-in-aid are posing serious problems in meeting our time schedule targets resulting in delays in completion of buildings and procurement of equipment and machinery. This is resulting in adverse observations by AICTE.

The college has started coaching classes to guide and prepare candidates who are appearing in the CET examination.

Staff Recruitment

A total of 54 regular faculty members at all levels and a total of 92 other regular staff members including technical and ministerial staff are in position as on date. The details are placed as annexture-II on page 29 to 33.

A total of 45 persons have been deployed on annual contract basis as security guards, malis and sweepers/scavengers to provide required services on the campus.

Funds

The detail of funds received starting with year 1993-94 are given as under:

Amounts In lacs							
Year	Allocated	Actual Released	Remarks				
1993-94	168.35	168.35					
1994-95	600.50	600.50*	*Including Rs.50.00				
1995-96	802.50	802.68	Lacs & Rs.202.00				
1996-97	600.00	550.00	lacs received under				
1997-98	500.00	400.00*	Border Area Deve-				
1998-99	400.00	275.00	lopment Scheme				
1999-2000	495.00	Nil					

The budget estimates of Rs.2011.93 lacs including additional demand of Rs.1427.17 lacs (Rs.742.43 lacs under urgent demand and Rs.684.44 lacs under other demand) has been approved for the year 1999-2000 by the Finance Committee of the College in its Seventh Meeting held on 08-06-99.

The delay in the release of budgeted funds is seriously affecting the progress of works on buildings and procurement of equipment and machinery for the laboratories.

The targeted completion of civil and developmental works through NBCC by December, 1997 is certainly behind schedule. This will result in escalation of the cost of the project by at least 10 percent every year.

The matter is placed before the BOG for information and consideration please.

To report the proceedings of the 7th meeting of Finance Committee.

The proceedings of the 7th meeting of the Finance Committee, SBSCET, Ferozepur held on June 8th, 1999 as approved by the PSTE/IT as Chairman Finance Committee were circulated to the members vide memo no. SBSCET/FZR/FC/1753-57 dated 17.6.99 for information and comments, if any, as per copy placed at annexure XVIII on page no 98 to 103

The proceedings are placed before the B.O.G. for confirmation please.

0.5.15

Approval for the rate of interest payable on GPF/CPF to the college employees.

Finance committee of the college in its 7th meeting has approved and recommended 12% per annum rate of interest payable on GPF/CPF to the college employees vide Agenda Item No.7.5 (copy placed at annexure XIX) on page no. 104

The matter is placed before the B.O.G. for approval please.



Item No.5.16 Enhancement of Honorarium payable to experts.

The matter is placed before the Board of Governors for final approval please.



Item No.5.17

Enhancement of honorarium payable to Chief warden and Wardens.

Finance Committee of the College in its seventh meeting has approved and recommended enhancement of honorarium payable to the Chief Warden and Wardens vide agenda item 7.14 (copy placed at annexure XXI on page no.106 to -).

The matter is placed before the Board of Governors for approval please.

The matter is placed isslore the Board of Governors for approval please

-25-

Item No.5.18

Payment of TA/DA to the faculty staff according to the rates as admissible to other staff of the college in revised pay scales.

The Finance Committee of the college in its Seventh meeting has approved and recommended the payment of TA/DA to the faculty staff at the rates admissible to other staff of the college granted revised pay scales vide agenda item 7.16

(copy placed at annexure XXII on page no. 107

to _____). The starting pay scale of proposed

AICTE / MHRD revised pay scale for teaching staff of each category will be considered as pay for TA/DA purposes.

The matter is placed before the Board of Governors for approval please.