

**Beant College of Engineering & Technology**  
(Established by Government of Punjab)  
GURDASPUR (PUNJAB) 143521

Accredited by NAAC & National Board of Accreditation  
An Academic Autonomous Institute under UGC Act

**AGENDA**  
for  
**16<sup>th</sup> meeting of**  
**Board of Governors**

VENUE: Residence-cum-Camp Office of  
Hon'ble Technical Education Minister, Punjab-cum-  
Chairman, Board of Governors, BCET Gurdaspur,  
Kothi No.46, Sector 2, Chandigarh.

Date & Time: 22.2.2019 at 02:00 PM

# BOARD OF GOVERNORS

BEANT COLLEGE OF ENGINEERING AND TECHNOLOGY, GURDASPUR  
(Established by Government of Punjab)  
(An Academic Autonomous Institute Under UGC Act)

S. No.	Name	Chairman/ Member
1.	Hon'ble Minister, Department of Technical Education & Industrial Training, Punjab	Chairman
2.	Principal Secretary, Govt. of Punjab, Department of Finance, Chandigarh.	Member
3.	Principal Secretary, Govt. of Punjab, Department of Technical Education & Industrial Training, Punjab, Chandigarh.	Member
4.	Principal Secretary, Govt. of Punjab, Department of Science & Technology & Environment, Chandigarh.	Member
5.	Director, Technical Education & Industrial Training, Punjab, Chandigarh.	Member
6.	Shri Amit Vij, MLA, Street No.1, Patel Nagar, Pathankot	Member
7.	Prof. S.K. Rathore, Dept. of Mechanical Engg., Rajasthan Technical University, Kota	Member
8.	Nominee of Institution of Engineers (India), Kolkatta	Member
9.	Dr. Rabinder Nath Sharma, Ex- Professor and Member Syndicate, Punjab University, Chandigarh.	Member
10.	Shri Ashok Choudhary, Ex-Additional Director, Local Govt. Punjab, Ashok Vihar, Dinanagar, District Gurdaspur.	Member
11.	Vice Chancellor, IKG Punjab Technical University, Jalandhar	Member
12.	Shri Sachid Madan, ITC Park, ITC Limited, Kapurthala.	Member
13.	Shri Dharam Indu Gupta, Gupta Brothers, Conduit Pipe Manufg. Co. Pvt. Ltd., G.T. Road, Dinanagar, District Gurdaspur.	Member
14.	Dr. Jaswinder Singh, Principal, SGTB Khalsa College, North Campus, Mall Road, New Delhi	Member
15.	Dr. Rakesh Dogra, Professor, Department of Applied Sc., Humanities & Management, BCET, Gurdaspur.	Member
16.	Dr. Dilbag Singh, Associate Professor, Department of Mechanical Engineering, BCET, Gurdaspur	Member
17.	Chairman, Punjab State Board of Technical Education and Industrial Training, Punjab, Chandigarh.	Member
18.	Principal, Beant College of Engineering and Technology, Gurdaspur	Ex-Officio Member Secretary

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**Item No. 16.1 Confirmation of the minutes of 15<sup>th</sup> meeting of Board of Governors held on 19.2.2015**

The 15<sup>th</sup> meeting of Board of Governors of Beant College of Engineering & Technology, Gurdaspur was held on 19.2.2015 at Conference Hall, Directorate of Technical Education & Industrial Training, Punjab, Chandigarh. Minutes of the meeting were circulated to all the members vide No. BCET/Estt./20154/669-676 dated 05.3.2015 for comments, if any (**placed at Annexure page 35 - 38**).

Comment was received from the office of DTE/IT, Punjab regarding implementation of reservation policy for recruitment of teaching & non-teaching posts in the college (Item No.15.4). The office of the DTE/IT Punjab has advised vide memo No.595/S-3/ECC/2015 dated 16.4.2015 stating that AICTE New Delhi grants department-wise approval to the technical institutions. Similarly, NBA also grants department wise accreditation to such institutions (**Annexure page 39**). Therefore, as per previous practice, the roster point should also be maintained department-wise as already implemented in the polytechnic institutions of the state. Accordingly, as per the advice of the office of DTE/IT, Punjab, roster registers are maintained department wise in the college

The Minutes of 15<sup>th</sup> meeting of BOG are submitted for consideration and confirmation please.

**Item No. 16.2 To report the action taken on the decisions of 15<sup>th</sup> meeting of Board of**

## **Governors.**

**15.1 To confirm the minutes of 14<sup>th</sup> meeting of Board of Governors held on 21.11.2014.**

Decision As no comments were received regarding the minutes of 14<sup>th</sup> meeting of the Board of Governors held on 21.11.2014, the same were confirmed.

Action No action is required.

**15.2 Action taken report on 14<sup>th</sup> meeting of Board of Governors.**

Decision The action taken report was noted by the Board with the following observations:

**13.8 To ratify the regularization of services of non-teaching staff.**

Decision The Board noted the action taken and further directed to put up this item as fresh agenda item in the next BOG meeting.

Action The detailed report of the cases was placed as Item No. 34.14 in the 34<sup>th</sup> meeting of Finance Committee held on 01.2.2018 (**Annexure page 40**). The decision taken by Finance Committee is as under:

*.... It was decided to give the benefit of ACP/placement to the 07 remaining non-teaching employees by ratifying their case of regularization of services whose services were regularized on 24.10.2011. However, they should not be given any promotion to the next higher post without acquiring qualification requisite for higher post.....* Proceedings of 34<sup>th</sup> meeting of Finance Committee are placed at **Annexure page 41 – 46.**

Accordingly, the due benefits of ACP/Placement were extended to the concerned employees (**Annexure page 47 – 48**).

**13.14 Review of cases of Teaching & Non-Teaching employees forwarded to PSTE&IT and DTE&IT, Punjab on single file as decision taken in the different meetings of the college Finance Committee.**

Decision The Board noted the action taken and further directed to put up this item as fresh agenda item in the next BOG meeting.

Action All the cases of Teaching and Non-teaching employees were put in the 29<sup>th</sup> meeting of Finance Committee as Agenda Item No.29.6 held on 30.3.2015. The decision of the Finance Committee is reproduced below:

*.... The proposed budget for the release of arrears to the faculty/staff appointed after 01.1.2006 was approved by the Finance Committee....*

*In compliance to the above decision, the due arrears were paid to concerned faculty and staff as per Annexure page 49 – 50. Proceedings of 29<sup>th</sup> meeting of Finance Committee are placed at Annexure page 51 – 52.*

**14.5 To advise in the retirement case of Dr. Dial Chand, Professor, Department of Applied Sciences, Humanities & Management for the release of withheld retirement benefits and other dues.**

Decision The Board noted the action taken and further directed that the enquiry officer Dr. Jasbir Singh Hundal, Director, Giani Zail Singh Punjab Technical University Campus, Bathinda may be requested to complete the enquiry of Dr. Dial Chand and submit the report as soon as possible.

Action The enquiry officer has submitted the report and the same is submitted before the Board for consideration please (**Annexure pages 53 – 55**).

**15.3 To report the conviction pronounced against Sh. Inderpal Singh, Registrar (presently working on deputation at SBS Technical Campus, Ferozepur) in FIR No. 43, dated 19-10-2009, registered by Vigilance Bureau, Amritsar.**

Decision The Board deliberated the conviction case of Sh. Inderpal Singh in detail. The Board also noted the appeal filed by Sh. Inderpal Singh in the High Court wherein his imprisonment has been suspended during the pendency of the appeal. The Board was informed about the corruption charges case of Sh. Naginder Singh Bhatia, Principal Grade-I Industrial Training Institute, Ferozepur, who was retired prematurely by the Punjab Govt. vide order of the Governor of Punjab bearing Endst. No. 1/19/02-ITE(1) 1195 dated 13-07-2006(copy enclosed). The Board examined the issue and decided that it would be in the public interest that Sh. Inderpal Singh is not retained in the public Service and a major penalty is required to be imposed on the ground of conduct which has led to his conviction on a criminal charge.

Accordingly, the Board decided that Sh. Inderpal Singh may be removed from the post of Registrar BCET, Gurdaspur with immediate effect by giving him compulsory retirement in reference to Punjab Govt. Circular letter No. 3/23/98-IPPII/10394 dated 05-08-1998 issued by Department of Personnel and Administrative Reforms. However, no decision was taken by the Board regarding release of his retirement benefits, and therefore his service benefits may be withheld till the decision of the Hon'ble Punjab & Haryana High Court, Chandigarh.

Action As per the decision taken by the Board of Governors, Sh. Inderpal Singh, Registrar was removed from the post of Registrar with immediate effect by giving him compulsory retirement vide office order No. BCET/513 dated 26.2.2015. The CPF

of the concerned official was released vide this office letter No.BCET/Acctts./2015/1821 dated 01.6.2015.

**(Annexure page 56 – 57).**

**15.4                    Regarding implementation of reservation policy for recruitment of teaching and non-teaching posts in the college.**

Decision            The Board approved the same as proposed.

Action                In compliance with the advice of DTE/IT Punjab received vide memo No. 595/S-3/ECC/2015 dated 16.4.2015 **(Annexure page 39)**, no further action has been taken in this regard. The Govt. has advised to maintain the roster register as per previous practice i.e. department wise. Accordingly, roster registers are maintained department wise.

**15.5                    To grant some fixed annual incentive to faculty members appointed on contract basis for the period of one year on consolidated pay of Rs. 21600/-.**

Decision            In order to retain well qualified faculty and keeping view the annual enhancement of salary of regular employees(20% approximately) the Board approved 10% of Rs. 21600/-(fixed consolidated pay) as annual incentive to the faculty members appointed on contract basis on consolidated pay of Rs. 21600/-

Action                The decision taken in the meeting has been implemented.

**15.6                    Any other item with the permission of the chair.**

Decision            No item was put up.

Action                No action required

**Item No. 16.3            Starting of new courses-regarding**

In the month of November 2018, Hon'ble Minister for Technical Education and Industrial Training, Punjab, Sh. Charanjit Singh Channi Ji visited this college and had one-to-one interaction with faculty and staff members regarding functioning/ performance/ reputation of the college in the Punjab and its surrounding areas. Hon'ble Minister then asked Principal of the college to constitute committee to prepare a proposal for improving financial and academic status of the institute. The report of duly constituted committee is enclosed herewith **(Annexure page 58 – 70).**



New Course	1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year	Remarks
BCA	NIL	NIL	NIL	Already we have faculty in CSE department
M. Tech (CSE)	NIL	NIL	NIL	Already we have faculty in CSE department
B.Com	1	2	2	
B.Sc. (Biotechnology)	NIL	NIL	NIL	Already we have faculty in Biotechnology department
Diploma in Civil Engg	NIL	2	2	

Keeping in view the admission scenario in the surroundings of BCET and other universities, college is proposing the following courses to be introduced in the forthcoming session (2019-20):-

- i. BCA with initial intake of 60 students (Non-AICTE Course)
- ii. Bachelor of Commerce (Hons) with initial intake of 60 students (Non-AICTE Course)
- iii. B.Sc. (Biotechnology) with initial intake of 60 students (Non-AICTE Course)
- iv. Diploma in Civil Engineering with initial intake of 60 students (AICTE Course)
- v. M. Tech. in CSE with initial intake of 18 students (AICTE Course)

For BCA and M. Tech (CSE), college does not need new faculty because most of the courses are related to Computer Science, Information Technology and Mathematics, so the existing faculty at BCET (Engg wing and Poly wing) will teach the various courses of BCA.

For B.Com (Hons), in the very first year of program, we need 1 faculty member, subsequently 2 faculty members in 2<sup>nd</sup> year and then 2 more in the final year. Rest of courses will be taught by existing faculty of Computer Science, Information Technology, Mechanical Engineering and Mathematics (Engg wing and Poly wing).

For Diploma in Civil Engineering, college needs to appoint 4 faculty members in phased manner to teach courses of Diploma in Civil engineering. Some of courses will be taught by existing faculty (Engg wing and Poly wing). In the very first year of diploma program in Civil Engg, college does not need any new faculty.

To summarize, the faculty positions for new courses will be as follows:-

The item is put up before BOG for consideration and approval please

**Item No. 16.4 Restoring of financial assistance/grant-in-aid to Beant College of Engineering & Technology, Gurdaspur-regarding.**

It is submitted that Beant College of Engineering & Technology, Gurdaspur was established in 1994 by the Government of Punjab for providing Technical Education in the border area of the state. During this period, college has achieved many mile stones like successfully implemented World Bank Project TEQIP-II, NBA Accreditation, UGC Academic Autonomy, NAAC Accreditation etc. Alumni of this college are well placed at higher positions in reputed organizations of International and National importance.

As per letter vide No. PA/DTE/3666 dated 22.12.1994, the college is fully funded by Punjab Govt. (**Annexure page 71**). Annual recurring and non-recurring expenditure has to be fully met by the Punjab Government. The college has received Grant-in-Aid as under:

Year	Grant-in-Aid received from Punjab Govt. (in Lakhs)	Expenditure (in Lakhs)
1995	550.50	40.30
1996	860.00	260.30
1997	550.00	69.49
1998	400.00	103.57
1999	275.00	151.50
2000	150.00	174.96
2001	90.00	220.64
2002	78.79	233.62
2003	13.25	281.10

The college was given annual grant continuously till 2003 by Govt. of Punjab to meet the recurring and non-recurring expenditure.

In the year 2004, the annual grant of privately managed Polytechnics/Engg. Colleges was made nil in view of the sufficient funds collected from students on account of various fee amounts. Surprisingly, the same notification vide No.1/14/2001-2F-/2480 dated 19.3.2001 was also implemented on Govt. established Engg. Colleges of the state including BCET, Gurdaspur (**Annexure Page 72**). During the same year (2004), the annual grant of privately managed & funded Polytechnics was restored by the Govt. of Punjab vide Endst. No. 328 – 31 dated 26.2.2004 (**Annexure page 73**). But, as of now, the annual grant of BCET, Gurdaspur and other Govt. established Engg. Colleges have not been restored on the same pattern.

This college was running and growing smoothly without any financial problem till the year 2015. However, since 2015, the financial position of the institute started weakening

due to increase in recurring and non-recurring expenditure. Consequently, growth of the college has been hampered, quality and strength of intake at the time of admissions got deteriorated.

The Director, TE & IT, Punjab vide this office letter No. BCET/7043 dated 10.12.2018 was requested to restore the regular grant to this college (**Annexure page 74 – 75**) and in response vide memo No.106 dated 18.1.2019, it has been directed to put the matter before the Board of Governors of this college (**Annexure page 76**).

It is pertinent to mention that around 25 Govt. Polytechnics and around 112 Govt. ITIs are meeting out recurring and non-recurring expenditures through the State Exchequer. The financial burden of our institute on the State Exchequer will be very less as compared to the said Polytechnic Colleges and ITIs. It is also important to mention that during recent audit, AG Punjab officials have pointed out that recurring and non-recurring expenditure the college are to be met by Govt. of Punjab and efforts are to be made by the college to get the grant released (**Annexure 77**).

Therefore, in view the above facts it is requested :

- To restore the regular Grant-in-Aid to this college.

OR

- The Govt. of Punjab should take-over the college as per para 6 (**page 81**) of Memorandum of Association (**Annexure page 78 – 83**).

Submitted for kind consideration and approval please.

**Item No. 16.5 Ratification of three appointments made on compassionate grounds.**

It is informed that Sh. Tarlok Chand, who was working as workshop instructor, expired. Thereafter, on the request of his wife Mrs. Parveen Lata, the case of Ms. Shiffa Changotra was sent to the office of DTE/IT Punjab for appointing her on compassionate grounds. The office of DTE/IT Punjab vide memo No.1594 dated 06.9.2017 has intimated that Principal of the College is competent to offer job on compassionate grounds for Group C & D employees (**Annexure page 84**) as referred in the Punjab Govt. Notification No.11/5/98/4PP/14420 dated 21.11.2002. Accordingly, Ms. Shiffa Changotra, daughter of Late Sh. Tarlok Chand had been appointed as Clerk vide No.BCET/2947 dated 07.9.2017 (**Annexure page 85 – 86**).

In the second case, Sh. Ashok Kumar, Senior Technician had expired while performing service in this college. As requested by his wife Mrs. Amandeep Kaur for employment on compassionate grounds, the case was sent to the Hon'ble Chairman, Board of Governors and the same was approved. Accordingly, Mrs. Amandeep Kaur, wife of Late Sh. Ashok Kumar had been appointed as Clerk vide No.BCET/ESTT/2015/1257 dated 20.4.2015 (**Annexure page 87 – 88**).

In another case, Sh. Maan Singh Negi, workings as Peon expired. On the request of his wife Mrs. Saraswati Devi, the case of his younger son Mr. Jagmohan Singh was considered and discussed in the 35<sup>th</sup> meeting of Finance Committee (agenda Item No. 35.13) and the same was approved (**Annexure page 134**). Accordingly, Sh. Jagmohan Singh s/o Late Sh. Maan Singh Negi has been appointed as Peon vide No.BCET/5752 dated 30.8.2018 (**Annexure page 89 – 90**).

This item is submitted for kind consideration and ratification please.

**Item No. 16.6 To ratify the permanent absorption of services of Dr. Nripjit, Associate Professor of SBS Technical Campus, Ferozepur who was on deputation in this college.**

Dr. Nripjit, Associate Professor, SBS Technical Campus, Ferozepur was working in this college on deputation basis with the directions of Director, TE & IT, Punjab and the same was extended from time to time.

Thereafter, as approved by Hon'ble Chairman, Board of Governors vide Note No.BCET/2405 dated 16.7.2015, the services of Dr. Nripjit, Associate Professor were permanently absorbed in this college against the post of Assistant Professor w.e.f. 18.7.2015 (**Annexure page 91 – 92**).

The matter is submitted before BOG for kind consideration and ratification please.

**Item No.16.7 Approval of rates for hiring the services of lawyers to defend/represent the college before different Hon’ble Courts.**

As per record, an approval to pay fee to the advocates was taken on 18.6.2005 from Hon’ble Principal Secretary, TE & IT, Punjab as under (**Annexure page 93**):

High Court Rs.5500+500 as typing/stationary charges

Lower Court Rs.2200+250 as typing/stationary charges

Thereafter, another approval vide Note memo # BCET/112 dated 10.1.2017 was taken from the Hon’ble Chairman, Board of Governors for engaging advocate at the rate of Rs.1,50,000/- (legal fee) plus Rs.1,00,000/- (for stay orders) for income tax case (**Annexure page 94 – 95**). The normal rates for engaging advocates in different state managed engineering colleges are as under:

Particulars	SBS STC, Ferozepur  (Annexure Page 96)	BHSBIET Lehragaga  (Annexure Page 97 )	MRS PTU, Bathinda
Hon’ble Punjab & Haryana High Court	15500	15500	The rates applied in Punjab University, Chandigarh, have been adopted.
Hon’ble State Consumer Court	10500	--	
Hon’ble District Court	5500	5500	
Hon’ble District Consumer Court	5500	--	
Hon’ble Labour Court		2000	
Legal Opinion/Notice/ Reply	2200	--	

It is submitted that the charges for hiring the services of senior lawyers are applicable according to the nature and importance of the case. As per survey of the market, there are no fixed service charges in this regard. It is therefore proposed to approve the existing rates of SBSSTC Ferozepur for this college for normal cases. However, in cases of special nature (income tax etc.), it is proposed to hire the advocates by collecting rates from the reputed lawyers of the respective courts by constituting a committee consisting of three Heads of the Departments and Registrar of the college.

The matter is submitted before BOG for kind consideration and approval please.

**Item No.16.8 Uniformity in grant of extension in contract services in respect of Teaching and administrative/non-teaching employees.**

It is submitted that during the years 2008 and 2009, teaching, administrative and non-teaching employees have been appointed on contract basis in the regular pay scale for three years. As approved by the then Hon'ble Chairman, Board of Governors vide Note No.BCET/3498 dated 27.8.2008 and No.BCET/5613 dated 12.11.2008, (**Annexure page 98 – 99**), the contract of such employees had to be extended in the blocks of two years, whereas, this contract is being extended for different durations (i.e. six months, one year or two years etc.) resultantly, the resentment has been found amongst the employees which hampers the peaceful and smooth functioning of the academic environment.

Out of total twenty eight (28) employees working on contract basis in the regular pay scale, there are fourteen (14) employees who were granted extension in their contract service till the constitution of Board of Governors or up to 31.3.2019 (**Annexure page 100 – 104**). The detail of ACRs i/r of these 14 employees is placed at **Annexure page 100**.

It is proposed that extension in contract period may be given for further period of 02 years for all those employees whose have either completed their contract period or will complete up to 31.03.2019. However, the decision, if any, from Hon'ble Courts in any case shall be applicable.

Submitted for kind consideration and approval please.



**Item No. 16.9      Ratification of T.A. and Honorarium Rules adopted from the affiliating university and further approval to update these rules as per IKGPTU rules from time to time-regarding.**

Hon'ble Chairman, Board of Governors of this college vide noting No. BCET/4108 dated 23.10.2013 had approved to adopt the T.A. and Honorarium Rules of Punjab Technical University, Jalandhar issued vide No.PTU/FO/F&A/119 dated 24.05.2013 (**Annexure page 105 – 106**). These rules have been implemented in this college.

Further, it is proposed to update these rules as per IKGPTU rules from time to time.

Submitted for kind consideration and ratification of T.A. and Honorarium Rules adopted from the affiliating university with the approval of Chairman BOG, and approval to update these rules as per IKGPTU rules from time to time.

**Item No. 16.10      Ratification of the minutes of 29<sup>th</sup> to 35<sup>th</sup> meetings of Finance Committee of this college.**

After 15<sup>th</sup> meeting of Board of Governors, seven meetings of Finance Committee of this college have been held as under:

29<sup>th</sup> meeting held on 30.03.2015

30<sup>th</sup> meeting held on 08.12.2015

31<sup>st</sup> meeting held on 29.03.2016

32<sup>nd</sup> meeting held on 26.4.2017

33<sup>rd</sup> meeting held on 10.7.2017

34<sup>th</sup> meeting held on 01.2.2018

35<sup>th</sup> meeting held on 20.8.2018

The minutes of the above meetings are placed at **Annexure page 107 – 135.**

Submitted for kind consideration and ratification please.

**Item No. 16.11 Ratification of the proceedings of Equipment and Store Purchase Committee held on 07.10.2015.**

After 15<sup>th</sup> meeting of Board of Governors, only one i.e. 19<sup>th</sup> meeting of Store & Purchase Committee was held on 07.10.2015. A copy of the minutes of 19<sup>th</sup> meetings of Store & Purchase Committee are placed at **Annexure page 136–142.**

Submitted for kind consideration and ratification please.

**Item No. 16.12      Ratification of the minutes of 2<sup>nd</sup> to 7<sup>th</sup> meeting of Academic Council of Beant College of Engineering & Technology, Gurdaspur.**

After 15<sup>th</sup> meeting of Board of Governors, six meetings of Academic Council have been held as under:

2<sup>nd</sup> meeting held on 24.6.2015

3<sup>rd</sup> meeting held on 02.3.2016

4<sup>th</sup> meeting held on 03.5.2017

5<sup>th</sup> meeting held on 14.3.2018

6<sup>th</sup> meeting held on 02.8.2018

7<sup>th</sup> meeting held on 07.1.2019

The minutes of the above meetings are placed at **Annexure page 143 – 164**.  
Submitted for kind consideration and ratification please.

**Item No. 16.13 To ratify the decisions of combined meeting of Principals of Government Promoted Engineering College held on 25.7.2014.**

It is intimated that the meeting of Principals of Govt. Promoted Engg. Colleges was held on 25.7.2014 for disposal of the pending cases of various colleges. The office of DTE/IT has informed vide memo No. 1215-1218/ECC/2015 dated 27.7.2015 (**Annexure page 165 – 167**) that the proceedings of the Principal's meeting held on 25.07.2014 has already been approved by Hon'ble Technical Education Minister, Punjab. In compliance to these proceedings, the posts of Photo State Operator/Duplicate Machine Operator and Care Taker-cum-Manager (Hostels) vide office order No. BCET/750 dated 06.3.2018 and No. BCET/308 dated 30.1.2018 have been merged as Clerk subject to ratification of Hon'ble Board of Governors (**Annexure page 168 -169**).

However, the matter was discussed vide Item No.34.12 in the 34th meeting of Finance Committee and the following decision was taken:

*..... It was discussed that while implementing the decision of Principal's meeting at Shaheed Bhagat Singh State Technical Campus, Ferozepur, they have given higher grade pay to some categories of employees than that paid by Punjab Govt. and their case is under review, therefore, it was decided not to approve this item ....*

In view of the decision taken by the Finance Committee, it is proposed that the decisions regarding pay scales finalized in the Principals meeting may be kept pending and rest of the decisions taken in Principal's meeting dated 25.07.2014 may be ratified.

The complete case is submitted before BOG for kind consideration and ratification please.

**Item No.16.14 Adoption of Comprehensive Stores & Purchase Rules at par with other State Govt. promoted Engineering Colleges -regarding.**

It is submitted that in the year 1994, the Purchase Rules for this College were adopted from GZS College of Engg. & Tech., Bathinda along with its Bye Laws. As of now, after more than 24 years, no change or amendment in these rules has been made. The same Bye Laws were also adopted by SBSSTC, Ferozepur in the same year and lots of amendments have been made in these rules by SBSSTC, Ferozepur.

Further, it is informed that the DTE & IT, Punjab vide its memo # 1843-47/ECC/99/F-130 dated 28.9.1999, has sent a copy of AICTE Comprehensive Stores & Purchase Rules to the following Govt. promoted Engg. colleges for comments and with an advice to adopt the same in the institute:

- i) Principal, REC, Jalandhar
- ii) Principal, GZSCET, Bathinda
- iii) Principal, MIMIT, Malout
- iv) Principal, BCET, Gurdaspur
- v) Principal, SBSCET, Ferozepur

A copy of DTE/IT memo # 1843-47/ECC/99/F-130 dated 28.9.1999 along with AICTE Comprehensive Stores & Purchase Rules is placed at **Annexure Page 170 – 196.**

The AICTE Comprehensive Stores & Purchase Rules have already been adopted by the Punjab State Government Promoted Engineering Colleges namely, SBSSTC, Ferozepur (**Annexure page 197 – 200**), MIMIT, Malout and BHSBCET, Lehragaga.

The matter was discussed in the 35<sup>th</sup> meeting of Finance Committee as Item No.35.6 and the item was dropped with the decision that it falls in the purview of BOGs of the college (**Annexure page 134**). It is therefore proposed that approval may please be given to adopt the aforesaid AICTE Comprehensive Stores & Purchase Rules, which have already been adopted by other state managed engineering colleges.

The matter is submitted before BOG for kind consideration and approval please.

**Item No. 16.15 Implementation of pension scheme for regular employees of Beant College of Engineering & Technology, Gurdaspur who joined service before 08.7.2012.**

Some employees of this college had sent a representation to the office of DTE/IT for implementation of Pension Scheme in the college. The office of DTE/IT had forwarded the said representations vide memo No. 884/S-4/ECC/2018 dated 22.6.2018 to college for comment (**Annexure page 201 – 203**).

It is informed that two colleges namely Beant College of Engg. & Tech., Gurdaspur and SBS State Technical Campus, Ferozepur were established by Govt. of Punjab in 1995.

As per clause 8.1 of College Bye Laws, the pension fund is required to be established by creating corpus fund by transferring CPF contribution made by the college along with interest accrued thereon. The same has already been implemented in the Punjab Govt. established college namely SBSCET, Ferozepur. The Board of Governors of this college vide approved minutes of Agenda Item # 4.8, has also approved this pension scheme for the employees in this college (placed at **Annexure page 204**). However, the same has not been implemented in this college, so far.

After 17 years, the case of the aforesaid pension scheme was again put before the Board of Governors for approval in respect of the employees who joined on or before 31.3.2004. The matter was discussed in the 14<sup>th</sup> meeting of Hon'ble Board of Governors and it was advised to explore other avenues like LIC Pension Plan, National Pension Scheme etc. for the same, if possible.

In this regard, it is submitted that the pension schemes framed by LIC or other similar agencies are not beneficial for the employees having more than 15 years of length of service in this college.

Considering all above aspects and the future of college employees, it is proposed that the pension scheme as provided in the College Bye Laws Clause 8.1, which has already been approved by Board of Governors as Agenda Item 4.8 and already implemented in other similar Punjab Government Engg. Colleges (SBS State Technical Campus, Ferozepur, GZS College of Engg. & Tech, Bathinda) and as demanded by the employees of this college may kindly be approved to implement at BCET Gurdaspur.

Submitted for kind consideration and approval please.

**Item No. 16.16 Reporting of AICTE report regarding deficiency of faculty for giving extension of approval (EOA) and regularization of the services of existing contractual faculty working on the regular pay scale.**

Recently, AICTE vide ref. NWRO/AICTE/ALL STATE GOVT./2018-19 dated 24.01.2019, No. NWRP/AICTE/State Govt./2018-19 dated 30.10.2018 and subsequent instructions issued by Director TE&IT, Punjab vide memo No.109-114 dated 22.1.2019 has pointed out that most of the Govt. institutions are having deficiency related to faculty and if this deficiency is not removed then in future extension of approval will not be granted to run the courses. **(Annexure page 205 – 208)**. AICTE generally calculates the deficiency in faculty on the basis of sanctioned intake, not on actual admissions. Dean, Academic Affairs vide No.BCET/Acad/135 dated 12.2.2019 **(Annexure page 209)** has also informed that AICTE, New Delhi has raised objection regarding deficiency of Regular Faculty in the college. This can hamper the continuation of extension of approval (EOA) for Degree Courses in Engineering and Technology from AICTE, New Delhi, in future. Moreover, if the College is having any deficiency, then it could not apply for addition of new course. Simultaneously, it will also affect the accreditation of courses from NBA, NAAC and continuation of UGC Autonomous status. Admission scenario will also be affected due to the deficiency of Faculty.

However, in the present scenario of admission, the actual intake at BCET is low, so at present, we have sufficient number of faculty members (Regular and Contractual) to run the existing courses. In the years 2008 and 2009, nine (09) teachers were appointed on contract basis in the regular pay scale plus allowances initially for a period of three years and, subsequently, their tenure was extended from time to time. Further, some of the faculty members working on contract basis, have also requested to regularize their services **(Annexure Page 210)**. They have already served the college for more than 09 years on contract basis. All these faculty members were recruited following the due procedure as per bye-laws through direct recruitment. The detail of ACRs and results for the last two years i/r of these nine teachers are placed at **Annexure page 211 – 221**.

They are already drawing pay equivalent to regular faculty members and they have been recruited by constituting selection committee as per college bye-laws through direct method, if their services are regularized, it will not be having any



additional financial burden on the college.

Therefore, it is proposed that in the light of policy framed in the year 2011, the services of these nine faculty members may be regularized for continuation of NBA/NAAC Accreditation and UGC Autonomous status, and to avoid objection from AICTE, New Delhi.

Submitted for kind consideration and approval please.

**Item No. 16.17 Sanction of the faculty positions and staff positions in the Departments of B.Sc. Honors (Agriculture Science) & B.Tech(Civil Engineering) and approval for filling up of these posts on regular basis.**

It is submitted that College has started B.Sc. Honors (Agriculture Science) Course from the academic year 2018-2019 with the due approval of IKG Punjab Technical University with an annual intake of 60 students. All the seats have been filled during the academic session 2018-2019. In the academic year 2019-2020, the classes of B.Sc. Honors (Agriculture Science) will enter in the 3<sup>rd</sup> semester. Similarly, another UG Programme of B.Tech. in Civil Engineering was started in the college in the academic year 2016-2017 with annual intake of 60 students and faculty positions are still to be filled for the same. There are only four faculty members working on a consolidated pay of Rs.15,000/- per month in this department. As per AICTE/IKGPTU guidelines, the teacher student ratio is 1:20 and accordingly the following number of faculty posts are required to be sanctioned to run these course in the ratio of 1:2:6:

Name of post	B.Tech. Civil Engg	B.Sc. Hons. (Agriculture Science)
Professor	01	01
Associate Professor	02	02
Assistant Professor	06	06

Further, Heads of Departments of Civil Engineering and B.Sc. Hons (Agriculture Sciences) have requested to recruit the faculty of the level of Assistant Professors as per below to meet the requirement as per AICTE/IKGPTU guidelines **(Annexure page 222 – 223):**

Academic Year	Civil Engineering		B.Sc. Honors (Agriculture Science)	
	Faculty required	Cumulative Faculty	Faculty required	Cumulative Faculty
First year	-	-	2	2
Second year	2	-	2	4
Third year	2	-	2	6
Fourth year	2	<b>6</b>	3	9

Further the following staff is required to run the Department of B. Tech. Civil Engineering and B.Sc. Hons (Agriculture Science) effectively and efficiently;

---

Clerk 1 (one) and Laboratory Attendants 2 (two).

It is therefore proposed to approve the sanction and filling of faculty positions of Assistant Professors, 1 Clerk and 2 Laboratory Attendants as per above at the institute level on regular basis to run these courses effectively and to avoid any legal complications from AICTE/IKGPTU Jalandhar.

The complete matter is submitted before BOG for kind consideration and approval please.

**Item No. 16.18 To approve the panel of Experts for recruitment of Faculty, promotion of Faculty under CAS and recruitment of Non-Teaching Employees.**

As per clause 2.9 of the College Bye-Laws, a panel of external experts in various subjects should be approved by the Board of Governors of the College (**Annexure page 224**) and External Experts shall be appointed from this panel.

Therefore, the proposed panel of external experts for different cadres and subjects for filling the vacant positions of Faculty, promotion of Faculty under CAS and recruitment of Non-Teaching Employees are placed at (**Annexure page 225 – 236**).

Item is submitted before BOG for consideration and approval please.

**Item No. 16.19 Re-designation of the position of Principal as Director.**

Beant College of Engineering & Technology, Gurdaspur was established by Government of Punjab in 1994 to impart technical education in the border area. Initially, the college started B.Tech Programmes in three streams. In due course of time, four new B. Tech. Programmes along with three (03) Master's Degree Programmes and one B.Sc. Hons. (Agriculture Sc.) Programmes have been added. Besides this two more wings namely Polytechnic and School (10+1 and 10+2 Non Medical Sc. Stream) have been started as detailed below:

**M. Tech./M.Sc. Programmes**

- |                                      |                     |
|--------------------------------------|---------------------|
| 1. Thermal Engineering               | AICTE Programme     |
| 2. M.Sc. Physics                     | Non-AICTE Programme |
| 3. M.Sc. Chemistry                   | Non-AICTE Programme |
| 4. B.Sc. Hons. (Agriculture Science) | Non-AICTE Programme |

**B. Tech. Programmes**

- |  |                 |
|--|-----------------|
| 5. Mechanical Engineering              | AICTE Programme |
| 6. Computer Science & Engineering      | AICTE Programme |
| 7. Electronics & Communication & Engg. | AICTE Programme |
| 8. Bio Technology                      | AICTE Programme |
| 9. Chemical Engineering                | AICTE Programme |
| 10. Information Technology             | AICTE Programme |
| 11. Civil Engineering                  | AICTE Programme |

**Diploma Programmes**

- |                                       |                 |
|---------------------------------------|-----------------|
| 12. Computer Science & Engineering    | AICTE Programme |
| 13. Mechanical Engineering            | AICTE Programme |
| 14. Electronics & Communication Engg. | AICTE Programme |

**School Wing**

- |                                |                               |
|--------------------------------|-------------------------------|
| 15. 10+1 (Non-Medical Science) | Punjab School Education Board |
| 16. 10+2 (Non-Medical Science) | Punjab School Education Board |

In addition to above, the college has been granted Academic Autonomy. As the college is running multidisciplinary courses and fulfills the requirements prescribed in the Approval Process Hand Book (2011-12) of AICTE for “**Technical Campus**”. As per AICTE norms, head of the Technical Campus is named as Director.

It is therefore, proposed to re-designate the post of Principal as Director of this college at par with SBSSTC, Ferozepur and MIMIT, Malout. It will help the institute to have better interface while dealing with AICTE, UGC, New Delhi and other authorities.

Submitted for kind consideration and approval please.

**Item No. 16.20 Sanction of post of Superintendent Grade II and Asstt. Registrar-regarding.**

In the year 1995, the college started B.Tech Programmes in three streams i.e. Computer Sc. & Engg., Mechanical Engineering and Production Engineering. In the due course of time, four new B. Tech. Programmes along with three (03) Master's Degree Programmes and one B.Sc. Hons. (Agriculture Sc.) programmes have been added. Besides this two more wings namely Polytechnic and School (10+1 and 10+2 Non Medical Sc. Stream) have been started. The college has also been granted Academic Autonomy. As a result, the work load on administrative posts has increased tremendously and supervisory staff is required for smooth functioning. Presently, there are three posts of Superintendent Grade II, whereas, at least five Superintendent Grade II are required to supervise the work load of different sections i.e. Establishment, Accounts, Store & Purchase, Examination Section, Polytechnic and School Wing. Presently, there are only three posts of Superintendent Grade II. At SBSSTC Ferozepur, there are 05 posts of Superintendent grade-II. There are 03 sanctioned posts of Assistant Registrars.

Considering above facts, it is proposed to approve 01 more post of Superintendent Grade II and one more post of Asstt. Registrar. These posts will be filled through promotion only from the existing staff. Since the existing employees are already drawing pay more than the initial start of their next positions, hence there will be no extra financial burden.

Submitted for kind consideration and approval please.

**Item No. 16.21**

**Personal promotion channel for the post of Pharmacist, Staff Nurse, Maintenance supervisor, Junior draftsman and Personal Assistant to Principal -regarding.**

It is submitted that there is no promotion channel in the college promotion criteria for the posts of Pharmacist, Staff Nurse, Maintenance Supervisor, Junior Draftsman and PA to Principal. The concerned officials have requested to grant them promotions as per Punjab Government promotion criteria. They are working on single cadre post and there is no promotion criteria in the college for them.

In this regard, a copy of Notification No.G.S.R.13/Const./Art.309/2018 dated 23.3.2018 and Punjab Govt. Gaz. (Extra), March 23,2018 is placed at **Annexure page 237 – 241**, which shows the promotion criteria as under:

**Pharmacist - Punjab Govt. Gaz. (Extra), March 23,2018**

*a) Chief Pharmacist Grade – 2 From amongst the Pharmacists, who are member of Group-C Service and who have an experience of working as such for a minimum period of ten years.*

*b) Chief Pharmacist Grade – 1 From amongst the Chief Pharmacists Grade-2 who have and experience of working as such for a minimum period of two years.*

**Staff Nurse - Punjab Govt. Gaz. (Extra), March 23,2018**

*a) Nursing Sister – From amongst the Staff Nurses, who are member of Group-C Service, who opt to become Nursing sister and who have an experience of working as such for a minimum period of ten years.*

*b) Sister Tutor – From amongst Staff Nurses, who are members of Group-C Service and who opt to become Sister Tutor who have an experience of working as such for a minimum period of ten years, and who possess the requisite qualifications prescribed for direct appointment of Sister Tutor.*

**Junior Draftsman - Notification No. 7/33/2011-3FPI/150 dated 19.3.2012 (Annexure page 242)**

*.....In Part B of the Second Schedule, in all entries relating to Draftsman and Junior Draftsman, the minimum period experience of 12 years of service as Junior Draftsman prescribed for promotion as Draftsman, shall be substituted by the minimum period experience 5 years of service as Junior Draftsman.....*

**Maintenance Supervisor (Electrical):** Maintenance supervisor can be

promoted as Maintenance Engineer (Electrical) as per the promotion criteria already approved.

**Personal Assistant to Principal:** Similarly, there is no promotion channel in the college promotion criteria for the posts of Personal Assistant to Principal. Therefore, Personal Assistant to Principal may be promoted as Private Secretary to Principal.

It is proposed to approve the above said promotion criteria for the post of Pharmacist, Staff Nurse, Maintenance supervisor, Junior Draftsman, and Personal Assistant to Principal as personal to them. When they will retire, the post on which they were recruited will be declared as vacant. Further, no recruitment shall be made on the post on which they were recruited after their promotion.

Submitted for kind consideration and approval please.



**Item No. 16.22      Criteria for recruitment of administrative, Non-Teaching/Technical and Supporting staff.**

The College was following the criteria prescribed by the office of DTE/IT vide No. 6914 dated 11-11-2010 for selection of various posts of Technical/Non teaching staff wherein interview was conducted for these posts (**Annexure page 243 – 249**). Since the Punjab Govt. vide memo No.12/152/20165^5gh agha2\$720133\$1 dated 28.3.2016 has cancelled the criteria of interview for all Group B (Non Gazetted), Group- C & Group-D (**Annexure page 250**), therefore the above said criteria is required to be changed.

Maharaja Ranjit Singh Punjab Technical University, Bathinda got the new criteria approved in its BOGs meeting held on 07.9.2015 under the Chairmanship of Chief Secretary, Govt. of Punjab. This criteria has already been adopted by SBSSTC, Ferozepur after due approval from its BOGs as per Agenda Item No.30.11 (**Annexure page 251 – 257**).

Since this selection criteria has been approved by BOG of MRSPTU Bathinda and already been adopted by SBSSTC, Ferozepur, therefore, it is proposed that the same please be approved for this college.

Submitted for kind consideration and approval please.

**Item No. 16.23 Regarding constitution of Screening-cum-Evaluation Committee for Carrier Advancement Scheme (CAS).**

As per AICTE Notification dated 08/11/2012 rule No. 2.6(2) (**Annexure page 258 - 260**), the Screening-cum-evaluation committee for promotion under CAS of Asstt. Prof./ Assoc. Professor from one AGP to the other higher AGPs shall be as per following:

**"Screening-cum-Evaluation Committee" for College teachers :**

1. The Principal/Director of the College;
2. Head of the concerned department from the College. Where there is no HOD, Professor as nominated by the Principal / Director from the same or any other Institution in the jurisdiction of the concerned University; and
3. Two subject experts in the concerned subject nominated by the Vice Chancellor or Acting Vice Chancellor from the University panel of experts.

**For Government/ Government Aided/ Government Autonomous Colleges :**

As may be prescribed by the respective State Governments / Board of Governors.

Further, as per clause 2.7, the quorum for these committees in both categories mentioned above shall be three including one subject expert / University nominee need to be present. As decided by the office of DTE/IT, CAS from AGP Rs 6000 to Rs. 7000 and AGP from Rs. 7000/- to Rs. 8000/- shall be done at College level. Accordingly, the following "Screening-cum-Evaluation Committee" -12- is proposed for giving the benefit of Carrier Advancement Scheme (CAS) to Asstt. Prof. from AGP Rs.6000 to Rs.7000 and AGP from Rs.7000/- to Rs.8000/- at the college level:

1. Principal of the College
2. Director of Technical Education & Industrial Training, Punjab or nominee
3. University Nominee
4. HOD of Concerned department
5. A professor as nominated by Director
6. Two subject experts from the concerned department

The quorum for these "Screening-cum-Evaluation Committee" shall be three including one subject expert / University nominee need to be present.

For this purpose Honorarium and TA/DA will be paid as per the college rules.

Submitted for consideration and approval please.

**Item No.16.24 To report the conduct of audit by A.G., Punjab.**

The audit of accounts of the college was conducted for the financial year 2016-2017 and 2017-2018 by Indian Audit and Accounts Department, Pr. Accountant General Punjab from 18.12.2018 to 21.12.2018. The audit report submitted by the department and action taken by the college are placed at **(Annexure page 261 –276)** .

The audit report is placed before the Hon'ble Board for information please.

**Item No.16.25 To Approve the Academic Council for three Years**

The new Academic Council has to be constituted for next tenure of three years as per UGC guidelines placed at (**Annexure page 277-281**) . The period of previous Academic Council is going to be over in the month of March, 2019. The detail of proposed members for the new Academic Council as per UGC norms is given below:

S.No.	Nomenclature as per UGC Norms	Nomenclature	Designation
1	Principal	Dr. T.S. Sidhu, BCET-Gurdaspur	Chairman
2	Registrar	Dr. Ajay Kumar	Member
3	All HOD's from the college	1. Head, Department of Applied Sciences 2. Head, Department of BT/CHE 3. Head, Department of Civil Engg. 4. Head, Department of CSE 5. Head, Department of ECE 6. Head, Department of IT 7. Head, Department of ME 8. Head, Department of Agriculture Sciences	Member
4	Senior faculty members of the college	1.Dr. Om Pal Singh, Professor 2.Dr. Sanjay Srivastva, Associate Professor 3.Dr. Amarpal Singh, Controller of Examination 4.Dr. Brij Bhushan, Associate Professor 5.Sh. Sanjeev Mahajan, Associate Dean Academics	Member
5	Expert from outside (Industry, Education, Engg., Laws etc.)	1. Dr. Sehajpal Singh, Director,GNDEC,Ludhiana 2. Dr. Manohar Singh Saini, Director, GIMET, Amritsar 3. Dr. Harpreet Singh, Professor, Mech.Engg. Indian Institute of Technology, Ropar, Punjab 4. Mr. Lalit Kumar Sharma, Industrialist, M/s K. Sharma & Sons, 709, Industrial Area-B, Ludhiana 5. Sh. Narinder Oberoi, Works Manager, Rail Coach Factory, Kapurthala 6. Sh. Ranjit Singh Goraya, Senior Advocate, District Court Gurdaspur	Member
6	Three nominees of IKGPTU, Kapurthala	1. Dr. Balkar Singh, Director (Academics), IKGPTU, Jalandhar 2. Dr. Y.S. Brar, Professor & Head, Deptt. of Electrical Engg., IKGPTU Main Campus, Jalandhar 3. Dr. Gaurav Bhargav, Associate Professor & Head, Deptt. of Chemical Science, IKGPTU Main Campus, Jalandhar	Member

7	A faculty member nominated by Principal	Dean Academics, BCET, Gurdaspur	Member Secretary
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Submitted for consideration and approval please.

**Item No. 16.26 Any other item with the permission of the Chair.**