

INDIAN INSTITUTE OF ENGINEERING SCIENCE AND TECHNOLOGY, SHIBPUR

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**Minutes of the 32<sup>nd</sup> meeting of the BoG held on 21<sup>st</sup> July 2025 at 14:30 hrs at IEST, Shibpur and its adjourned session held on 5<sup>th</sup> August 2025 at 14:30 hrs at IEST, Shibpur through online/ hybrid mode**

The following members were present:

- |     |  |                              |
|-----|--|------------------------------|
| 1   | Smt. Tejaswini AnanthKumar. Dr. hc. Chairman and Cofounder, Adanya Chetana Foundation, Bengaluru<br>Physically attended on 21 <sup>st</sup> July 2025 and attended online on 5 <sup>th</sup> August 2025 | Chairperson                  |
| 2   | Prof. V.M.S.R. Murthy, Director, IEST, Shibpur   | Ex-Officio Member            |
| 3   | Prof. Govindan Rangarajan, Director, IISc, Bengaluru<br>Attended meeting through online on 21 <sup>st</sup> July 2025 and 5 <sup>th</sup> August 2025  | Member                       |
| 4.  | Mr. Binod Kumar, Secretary, Higher Education Department, Government of West Bengal<br>Attended meeting through online on 21 <sup>st</sup> July 2025 and 5 <sup>th</sup> August 2025                      | Member                       |
| 5.  | Shri Narayan Singh Bisht, Deputy Secretary, IFD, Ministry of Education, Government of India<br>Attended through online on 21 <sup>st</sup> July 2025   | Represented IFD, MoE, GoI    |
| 6.  | Shri Harihara Sundaram S, Under Secretary, IFD, Ministry of Education, Government of India<br>Attended online on 5th August 2025   | Represented IFD, MoE, GoI    |
| 7.  | Ms. Garima Sharma, Deputy Secretary, Ministry of Education, Government of India<br>Attended online on 5th August 2025  | Represented Bureau, MoE, GoI |
| 8.  | Prof. Sudip Kumar Roy, Professor, Department of Civil Engineering, IEST, Shibpur   | Member                       |
| 9.  | Prof. Amit Roy Chowdhury, Professor Department of Aerospace Engineering & Applied Mathematics, IEST, Shibpur   | Member                       |
| 10. | CA. Biswajit Bhattacharyya, Registrar, IEST, Shibpur   | Ex-Officio, Secretary        |

The Additional Secretary (T), Ex-Officio Member, Department of Higher Education, GoI as nominee of the Secretary, Department of Higher Education, GoI and Shri Sanjog Kapoor, JS & FA, MoE, GoI could not attend the 32<sup>nd</sup> meeting due to their prior commitment. However, the Under Secretary, IFD, MoE, GoI vide letter number F.No.3-3/2014-IFD dated 18.07.2025 and 05.08.2025 addressed to the Registrar, IEST, communicated the approved comments of the JS

&FA, MoE,GoI on each agenda item of the 32<sup>nd</sup> meeting of BoG held on 21.07.2025 and its adjourned meeting held on 05.08.2025, the same were taken into consideration at the time of discussion. The leave of absence was granted to them.

Item No.32.01: **To confirm the minutes of the 31st meeting of the Board of Governors held on 15<sup>th</sup> May 2025**

- (a) The approved minutes of the 31<sup>st</sup> Meeting of the BoG held on 15<sup>th</sup> May, 2025 after incorporation of the suggestions received from the members were circulated, which is enclosed.

Submitted for confirmation please.

[Annex: BoG 32-01(a)]

Page No. 1 to 11

- (b) **To discuss the matter arising on the decision taken on Agenda Item No. 31.11 – approval of token honorarium/appreciation for working additional hours/weekly off days/holidays for the contractual employees posted in the office of the Director and Registrar.**

The approved comments of IFD, MoE on resolution No. 31.11 of BoG are as under: -

"Since the practice of payment of honorarium of substantial amounts as remuneration to contractual non-teaching employees for working additional hours etc. is not being followed in other NITs, it is not endorsed by NIT Division of this Department. In view of this, IFD also does not agree to the proposal of the Institute to frame a policy in this regard.

The matter is placed for discussion and decision.

[Annex: BoG 32-01(b)]

Page No. 12 to 13

- Resolution No.32.01:**
- (a) **After detailed discussion and deliberations, the minutes of the 31<sup>st</sup> meeting held on 15<sup>th</sup> May 2025 was confirmed, except the resolution number 31.11 regarding approval of token honorarium/ appreciation for working additional hours/ weekly off days/ holidays for the contractual employees posted in the office of the Director/Registrar. Based on the suggestion of the Deputy Secretary, IFD, MoE attended on behalf of the Joint Secretary & Financial Advisor, Ministry of Education, GoI and after discussion, it was decided that the matter be reviewed with the existing policies of other NITs and a detailed proposal may be placed in the next meeting of BoG.**
- &
- (b)

Item No.32.02: **To confirm the minutes of the meeting of the Board of Governors through circulation**  
The approved minutes of the meeting of the Board of Governors through circulation is enclosed.

Submitted for confirmation please.

[Annex: BoG 32-02]

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**Resolution No.32.02:** After detailed discussion and deliberation, the minutes of the meeting of the Board of Governors through circulation was confirmed.

**Item No.32.03:** Action Taken Report on the minutes of the 31<sup>st</sup> meeting of the Board of Governors held on 15<sup>th</sup> May 2025

Action Taken Note on the minutes of the 31<sup>st</sup> meeting of the Board of Governors held on 15th May 2025 is enclosed.

[Annex: BoG 32-03]

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**Resolution No.32.03:** Action taken report on the decisions of the 31<sup>st</sup> meeting of the BoGs held on 15.05.2025 were discussed at length. The following decisions were made in this regard:

ITEM No	Action taken on the decision	Further Directive
31.05(b)	E-office software may be procured from NIC and implemented in the institute. The institute must complete the implementation of the ERP system on an urgent basis.	While noting the action taken, BoG approved the implementation of e-office from NIC for 500 users. The payment may be made as per the actual cost to be quoted by NIC. BoG also approved the procurement of server for implementation of e-office by following GFR 2017. This server will also be kept for other data centre related applications.
31.08	<b>To discuss the matter related to land where the Campus of IEST, Shibpur is situated</b> After discussions and deliberations, it was <b>RESOLVED THAT</b> <b>Action may be initiated at the Institute Level</b>	An application has already been submitted to the Howrah Municipal Corporation (HMC) for an assessment report of the holding number of the Institute/erstwhile B.E. College (DU)/BESU for identification of the title of the land. After receipt of the entire record from the Howrah Municipal Corporation, necessary action will be initiated as per the direction of the Competent Authority. While noting the action taken, the Secretary, Higher Education Department, Government of West Bengal informed that after collection all the documents such as Site Plan, Assessment Report, Part Parcha, etc an application be made to the Government of West Bengal. Necessary help in speeding up the procedure can be provided by Higher

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		Education Department, Govt. of West Bengal.
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**The BoG noted the other actions taken on the decisions of 31<sup>st</sup> meeting of the BoG held on 15<sup>th</sup> May 2025.**

Item  
No.32.04:

**Action Taken Report on the minutes of the meeting of the Board of Governors through circulation**

Action Taken Note on the minutes of the meeting of the Board of Governors through circulation is enclosed.

[Annex: BoG 32-04]

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**Resolution  
No.32.04:**

**Action taken Report on the minutes of the meeting of the Board of Governors through circulation was noted.**

Item  
No.32.05

**Director's Report on the 11 points Road Maps including Student Welfare, as per the decision of the 31<sup>st</sup> meeting of BoG held on 15<sup>th</sup> May 2025 and progress of its implementation.**

The same will be presented during the BoG meeting.

**Resolution  
No.32.05:**

The Director presented before the Committee the Road Maps. The report of the Director is enclosed. The following points were also discussed and decision are as follows:

- (i) PRO activities to be pursued with outsourced agency, students and alumni with due target/goals etc. for the website, social media and also the PR component.
- (ii) Peer review in the areas of academic courses and academic research may be done by suitable committees comprising the external faculty members of the other institutes, namely IITs/NITs/IISERs/IIITs, to ensure quality, validity, and credibility.
- (iii) Academic Audit through internal feedback and institutional committee at a yearly interval.
- (iv) A review system may be implemented for the individual functions of all deans, activities towards public relations and also the implementation of the ERP system in the institute.
- (v) Training and placement cell to focus in the areas of soft skill training, development of communication skills, professional approach, etc.
- (vi) Necessary arrangement of collaborative academic/research programmes with academia and industry.
- (vii) The director pointed out that the MoE, GoI, is going to sanction an amount of Rs. 150 crores for the establishment of a research park and also informed that an amount of Rs. 150 crores are required to be arranged from the institute side for the said purpose from funding through R&D projects, consultancy projects, alumni funded projects, institutional facilities etc.. It was discussed

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- the method of raising the fund for the establishment of the Research Park, such as a separate office, appealing to alumni for donations, funding from CSR/industries, etc., was discussed.
- (viii) **R&D Cell:** Activities of the R&D cell of the Institute be accelerated and each year a revenue in the range of Rs. 40 to 50 crore targets be set.
- (ix) **Hostel Facilities:** Basic facilities at the hostel be reviewed from time to time to maintain hygiene and security. Necessary action shall be taken for introduction of identity cards to all staff, including the outsourced staff involved in the hostel activities and providing the service to hostel boarders. Hostel SOP be developed by the Chief Hostel Warden and placed through Dean (SW) to the Director for approval and implementation.
- (x) **“Campus Community Connect & Swachh Shaniwar”** - It was decided to introduce an Audit Course (with credits) titled “*Campus Community Connect*” and place it before the Senate for recommendation. The objective of the course is to ensure a clean and green campus through the active involvement of students and other stakeholders, while also fostering a spirit of social responsibility. A proper curriculum for this compulsory course shall be prepared, covering a wide range of activities such as Swachh Shanivaar - clean campus, green campus, reduction of waste, composting & community connect activities such as education, health, sanitation, blood donation covering UG/PG/PhD courses.  
Dean (Academic) will lead the same and submit by 30.09.2025 for further actions.
- (xi) **Associate Dean (Hostel Management):** Along with other hostel management functions, he/she will also look after the Plate Bank activities for reduced waste generation and maintain a clean and comfortable environment.

Item  
No.32.06

**To approve the recommendations of the selection committees for recruitment of Professor/ Associate Professor/ Assistant Professor**

The recommendations of the selection Committees will be placed on the table.

**A) Rolling and Backlog Supplementary Advertisements**

**Resolution  
No. 32.06**

Director has explained the selection procedure for recruitment of faculty members against 2<sup>nd</sup> Phase Rolling Advertisement (vide Notice No. RMS/452/23 dated 18.10.2023, RMS/454/23 dated 20.10.2023 and RMS/478/23 dated 08.11.2023 and Backlog Reserved Vacancies Supplementary Advt. No. RO/JU/23/05, dated 21.06.2023 at various pay levels in different academic units during the meeting.

He has also informed that the Institute has received a legal notice from a lawyer and all the points raised in the notice were addressed point-wise during the meeting with suitable supporting documents. Members were satisfied with the explanations given about the entire recruitment process starting from advertisement stage to final recommendation and permitted to open the sealed recommendations.



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The following are the list of candidates recommended and also waitlisted for consideration by selection committees under backlog supplementary (Backlog-S) and 2<sup>nd</sup> Phase Rolling advertisements against which interviews were held for the positions as stated below:

Academic Units	S.No.	Name of the candidate	Department	Category	Filled Category	Advt	Pay Level
1	1	Samir Gupta	CST	UR	UR	Rolling	10
	2	Devleena Ghosh	CST	UR	UR	Rolling	10
	3	Amit Biswas	CST	SC	SC	Backlog-S	10
	4	Nirnay Ghosh	CST	UR	UR	Rolling	12
	5	Malay Kule	CST	SC	SC	Rolling	12
	6	Soumen Moulik	CST	UR	UR	Rolling	12
	7	Tamal Pal	CST	OBCNCL	OBCNCL	Rolling	12
2	8	Dipanjoyoti Paul	IT	OBCNCL	OBCNCL	Backlog-S	10
	9	Basabdatta Palit	IT	UR	UR	Rolling	10
	10	Kamalika Bhattacharjee	IT	UR	UR	Rolling	12
	11	Indrajit Banerjee	IT	UR	UR	Rolling	14A
3	12	Tanmoy Hazra	MIN. ENGG	SC	SC	Backlog-S	10
	13	Sunny Murmu	MIN. ENGG	ST	ST	Backlog-S	10
	14	Sunil Kumar Bisoyi	MIN. ENGG	UR	UR	Rolling	10
	15	Lingam Pally Sai Vinay	MIN. ENGG	SC	SC	Rolling	10
	16	Arka Jyoti Das	MIN. ENGG	UR	UR	Rolling	12
4	17	Urbashi Sarkar	EARTH Sc	SC	SC	Rolling	10
5	18	Shashwati Banerjee	HSS	UR	UR	Rolling	10
6	19	Mouli Majumdar	Arch & Plan	SC	SC	Backlog-S	10
	20	Krishanu Santra	Arch & Plan	SC	SC	Rolling	10
	21	Sovan Saha	Arch & Plan	UR	UR	Rolling	10
	22	Bhaskar De	Arch & Plan	UR	UR	Rolling	12
	23	Tuhin Subhra Maparu	Arch & Plan	UR	UR	Rolling	12
7	24	Subha Sarkar	Maths	OBCNCL	OBCNCL	Backlog-S	10
	25	Chayanika Rout	Maths	UR	UR	Rolling	10
	26	Sourav Rana	Maths	OBCNCL	OBCNCL	Backlog-S	12
	27	Ujjal Debnath	Maths	UR	UR	Rolling	14A
8	28	Arka Mandal	Metal Mater Engg	SC	SC	Backlog-S	10
	29	Tapendu Mandal	Metal Mater Engg	SC	SC	Rolling	12

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	30	Gautam Anand	Metal Mater Engg	UR	UR	Rolling	12
9	31	Shabnam Mohsina	Physics	OBCNCL	OBCNCL	Backlog-S	10
	32	Debasis Sadhukhan	Physics	OBCNCL	OBCNCL	Rolling	10
	33	Syantari Ghosh	Physics	UR	UR	Rolling	12
	34	Abhijit Bisoi	Physics	SC	SC	Rolling	13A2
	35	Syed Minhaz Hossain	Physics	UR	UR	Rolling	14A
10	36	Pritam Paral	EE	UR	UR	Rolling	10
	37	Kumari Swati	EE	OBCNCL	OBCNCL	Backlog-S	10
	38	Abhinandan De	EE	UR	UR	Rolling	14A
11	39	Babu Ranjan Thakur	AE&AM	OBCNCL-PWD	OBCNCL-PWD	Backlog-S	10
	40	Nilavarasan T	AE&AM	UR	UR	Rolling	10
	41	Parikshit Kundu	AE&AM	OBCNCL	OBCNCL	Rolling	10
	42	Joydeep Bhowmik	AE&AM	UR	UR	Rolling	12
	43	Krishnendu Bhowmik	AE&AM	SC	SC	Rolling	12
	44	Indrajit Mukherjee	AE&AM	UR	UR	Rolling	12
12	45	Mohammad Shahid Raja	MF	OBCNCL	OBCNCL	Backlog-S	10
	46	Santanu Sardar	ME	UR	UR	Rolling	10
	47	Akula Rajesh	ME	OBCNCL	OBCNCL	Rolling	10
	48	<b>Rakesh Sharma</b>	<b>ME</b>	<b>UR</b>	<b>UR-WL</b>	<b>Rolling</b>	<b>10</b>
	49	Ashim Guha	ME	UR	UR	Rolling	13A2
13	50	Dhrubajyoti Bhattacharya	ETCE	UR	UR	Rolling	10
	51	<b>Shankar Bhattacharjee</b>	<b>ETCE</b>	<b>UR</b>	<b>UR-WL</b>	<b>Rolling</b>	<b>10</b>
	52	Soumyajit Poddar	ETCE	SC	SC	Rolling	12
	53	Partha Bhattacharya	ETCE	UR	UR	Rolling	14A
	54	Chirasree Roychaudhuri	ETCE	UR	UR	Rolling	14A
14	55	Tamal Ghosh	VLSI	UR	UR	Rolling	12
	56	Debaprasad Das	VLSI	UR	UR	Rolling	14A
15	57	Kunjari Mog	CE	ST	ST	Backlog-S	10
	58	S.K. Sohel Islam	CE	UR	UR	Rolling	10

*[Handwritten signatures and marks]*

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	59	Gurudas Kar	CE	OBCNCL	OBCNCL	Rolling	10
	60	Subhra Paul	CE	OBCNCL	OBCNCL	Rolling	10
	61	Pinakshi Biswas	CE	SC	SC	Rolling	10
	62	Sneha Murmu	CE	ST	ST	Backlog-S	12
	63	Nabanita Roy	CE	UR	UR-WL	Rolling	10
	64	Swarup Mahato	CE	OBCNCL	OBCNCL-WL	Rolling	10
	65	Asok Adak	CE	UR	UR	Rolling	14A
	66	Tapash Kumar Roy	CE	SC	SC	Rolling	14A
16	67	Sudipta Bag	CHEM	UR	UR	Rolling	10
	68	Manas Kumar Ghosh	CHEM	OBCNCL	OBCNCL	Rolling	10
	69	Gouri Tudu	CHEM	ST	ST	Rolling	10
	70	Suman Chandra	CHEM	UR	UR-WL	Rolling	10
	71	Chinmoy Bhattacharya	CHEM	UR	UR	Rolling	14A
	72	Jhuma Ganguly	CHEM	UR	UR	Rolling	14A
17		None found suitable	SOCSAT	NA			
18	74	Ankur Bhattacharjee	SAMGESS	UR	UR	Rolling	10
	75	Swatilekha Ghosh	SAMGESS	UR	UR-WL	Rolling	10
	76	Nillohit Mukherjee	SAMGESS	UR	UR	Rolling	12
19		None found suitable	CHST	NA			
20		None found suitable	SOMR	NA			

**B) Backlog Advertisement**

Director also pointed out the recommendations of the selection committees against the Backlog Reserved Vacancies Advertisement vide No.: RO/SE/21/12 Dated 22.09.2021, which was held during August, 2022 to January, 2023, under former Director Prof. P. Chakrabarti. Recommendations of the selection committees pertaining to the Backlog Advt., which were kept on hold by the National Commission for Scheduled Castes (NCSC) with a direction to issue a supplementary advertisement as per the roster requirements for reserved categories and declare the results together. The matter was explained by the Director. After detailed discussions and deliberations, the permission for the opening of the selection committee recommendations for the interview held the above that Backlog Advt. was given. Accordingly, sealed envelopes were opened during the

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meeting and BoG approved the recommendations of the selection committees as per the following table.

S.No.	Name	Department	Category of the Candidate	Filled Category	Advt	Pay Level
1	Dipankar Mondal	CHEM	SC	SC	Backlog	12
2	Swarup Mahato	CE	OBCNCL	OBCNCL	Backlog	10
3	Ramanand Sagar Sangam	ETCE	OBCNCL	OBCNCL	Backlog	10
4	Manas Rakshit	ETCE	OBCNCL	OBCNCL	Backlog	10
5	Raju Prasad Mahto	ME	OBCNCL	OBCNCL	Backlog	10
6	Kush Kumar Dewangan	ME	OBCNCL	OBCNCL	Backlog	10
7	Priyabrata Sahoo	ME	OBCNCL	OBCNCL	Backlog	10
8	Uttam Rana	ME	SC	SC	Backlog	12
9	Reetam Mondal	EE	OBCNCL	OBCNCL	Backlog	10
10	Avishek Kumar	MME	OBCNCL	OBCNCL	Backlog	10
11	Subhrangsu Mandal	IT	SC	SC	Backlog	10
12	Sanjay Kumar Swami	SAMGESS	OBCNCL	OBCNCL	Backlog	10

C) BoG approved both the lists. BoG also approved the recommendations with regards to “none found suitable” cases pertaining to different academic units at various pay levels in Backlog and Rolling advertisements as mentioned above.

BoG also resolved that the offer letters to the selected candidates be issued by the Registrar immediately.

Item  
No.32.07

- (a) **The Report of the Committee on the following service matters of the employees of the Institute**

**Counting of Past Service of Shri Dipankar Chakraborty, Ex. Assistant Registrar, IEST, Shibpur**

As per the decision of the 31st meeting of the BoG held on 15.05.2025, the Committee has submitted its report with the recommendations. The Report of the Committee is enclosed at Annexure.

Submitted for consideration.

[Annex: BoG 32-07(a)]

Page No. 47 to 81

**Resolution  
No. 32.07**

- (a) The recommendations of the Committee were noted and recorded, and the recommendations of the Committee are different from the recommendations submitted by the Deputy Solicitor General, High Court at Calcutta.

Prof. Amit Roy Chowdhury wanted to explain a few points about the matter of Shri Dipankar Chakraborty, ex-Assistant Registrar, IEST, Shibpur.

After detailed discussion and deliberations it was **RESOLVED THAT**



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- (i) **Prof. Amit Roy Chowdhury may submit his points in writing to the Registrar.**
- (ii) **The Report of the Committee be forwarded to the Deputy Solicitor General, Hon'ble High Court at Calcutta, for review of his decision, if any, and may be requested to submit his final legal opinion in this regard. Necessary documents that were considered by the committee to be provided to DSG to give his opinion in the matter. The said report is to be placed in the next meeting of the BoG for further decision.**

Item No.32.07 (b) **Long pending disciplinary matter of Mr. Usha Sankar Bhattacharya, Ex. Assistant Training Officer, IEST Shibpur**

As per the decision of the 31<sup>st</sup> meeting of the BoG held on 15.05.2025, a committee has been constituted by the Director. The Committee has submitted its report with the recommendations. The report is enclosed at Annex.

Submitted for consideration.

[Annex: BoG 32-07(b)]  
„Page No. 82 to 103

**Resolution No. 32.07**

- (b) The report of the committee was discussed in detail, and the following are noted:
- (i) There were gross procedural lapses in dealing with disciplinary cases of Mr. Usha Sankar Bhattacharya.
  - (ii) The then Director has issued a suspension order without approval of the Competent Authority, i.e., the BoG, and also appointed an Enquiry Officer without approval of the BoG.
  - (iii) Suspension was continued beyond 90 days without review of the matter.
  - (iv) The Enquiry Officer has not submitted his enquiry report to date, i.e., beyond 18 months, despite repeated reminders from the Institute.
  - (v) BoG noted that charges against Mr. Usha Sankar Bhattacharya, Ex. Assistant Training Officer, IEST Shibpur, are serious.
  - (vi) It is also observed from the fact-finding report that one judicial proceeding is mentioned against Shri Usha Sankar Bhattacharya.

After detailed discussion and deliberations **it was RESOLVED THAT**

**The matter be referred back to the Committee to further examine in detail with regards to the charges based on which the suspension was ordered, to identify the exact reason for the delay in completion of the inquiry report and also the present status of the court case mentioned in the fact-finding committee's report. The committee will give a hearing to the incumbent and seek an undertaking to settle the matter. The report of the committee will be placed in the next meeting of the BoG.**



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- Item No.32.07 (c) **Settlement of retirement benefit of Mr. Abdur Rauf, Ex. Professor, IEST, Shibpur**  
As per the decision of the 31st meeting of the BoG held on 15.05.2025, the Committee has submitted its report with the recommendations. The report is enclosed at **Annexure**. Submitted for consideration.

[Annex: BoG 32-07(c)]

Page No. 104 to 139

- Resolution No. 32.07** (c) The Chairman of the Committee presented the report of the Committee before the members of BoG.

The following points were discussed:

- (i) Shri Abdur Rauf continued as a professor without having a PhD degree till his retirement,
- (ii) In his appointment order issued by the Government of West Bengal, it was mentioned that he was placed in the post of Professor, subject the successful completion of Ph.D thesis and as prescribed under BESU's Rule.
- (iii) The committee has mentioned in their report that no action has been initiated either by the Institute or by Shri Abdur Rauf after completion of the two years' time given by the Institute for completion of the PhD degree.
- (iv) There is no provision for implementation of any penalty after retirement of an employee. As per the DoPT order dated 02.03.2016, wherein recoveries by the employer would be impermissible in law after retirement subject to fulfilment of stipulated conditions. It is also noted from the DoPT order 02.03.2016 that wherever the waiver of recovery in the above-mentioned situations is considered, the same may be allowed with the express approval of the Department of Expenditure.
- (v) Members pointed out that complete checking is now necessary to identify the existence of the cases of similar nature, if any, in the system.

After detailed discussion and deliberations, it was **RESOLVED THAT**

- (i) **Since Shri. Rauf had not complied with the condition of his promotion to the post of professor, the promotion to the post of professor was considered as invalid, and necessary order may be issued for cancellation of the promotion.**
- (ii) **Service rendered by Shri. Rauf during the period from 27.07.2006 to 31.07.2024 as a professor be valid, as he had shouldered higher responsibilities during the said period.**
- (iii) **The BoGs decided that since Shri. Abdur Rouf had shouldered higher responsibility during the time he had rendered services as a Professor, there should not be any recovery for the payment made as a professor during this period in view of DoPT O.M. No. 18/03/2015-Estt(Pay-I) dated 02.03.2016 para 4. As per para 5 of this O.M, wherever waiver of**



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recovery in the situations mentioned in para 4 of this O.M is considered, the same may be allowed with the express approval of the Department of Expenditure (DoE), GoI. Therefore, a proposal be sent by the Institute to the MoE, GoI for the same for seeking approval of Department of Expenditure, GoI.

(iv) He has been deemed to have retired as Assistant Professor, and his retirement benefit will be recalculated and settled accordingly.

(v) His promotion to the second level of the current 3-tier system, i.e., Associate Professor, as per the GoI No. 502-EDU(U) dated 28.08.2009 of the Higher Education Department, Government of West Bengal, as Prof. Rauf had already been superannuated was discussed. It was decided that matter be referred to the MoE, GoI for clarification in this regard.

However, the decision regarding action, if any, on him for the grave mistake committed by a teacher—namely, the failure to report his academic qualification to the administration—as well as the final fixation of pension and other benefits, may be taken by the Chairperson, BoG.

(vi) Director be authorised to setup a committee to check the personal files of other existing faculty members, who do not have Ph.D degree, to identify the existence of similar cases, if any, and report in the next meeting of the BoG.

Item  
No.32.07

(d) **Retirement Age of two Physical Instructors**

The matter related to considering the faculty designation of Mr. Sandeep Chattopadhyay and Dr Zia-ul-Alam, two Physical Instructors, was placed before the 10th and 29th meetings of the BoG held on 10.10.2018 and 18.12.2024, respectively. On both occasions, the BoG approved that they will be considered as faculty based on the letter issued by MoE, GoI (Ref. Letter no. F.No.32-12/2024-TS.III dated 28.10.2024)

Considering the decision of the BoG, the matter related to the age of superannuation of the stated two Physical Instructors has been referred to the committee constituted vide officer order No. RDO/1107/24 dated 20.11.2024 for review of employee (both teaching and non-teaching) related issues, i.e., pension and other retirement benefits, restructuring, counting of past service and other issues as deemed necessary. A copy of the order is enclosed at **Annexure**.

The Committee has submitted its report along with the recommendation which is enclosed at **Annexure**.

Submitted for consideration.

[Annex: BoG 32-07 (d)]

Page No. 140 to 156

**Resolution**  
**No. 32.07**

(d) The Chairman of the Committee presented the report of the Committee before the members of the BoG, and the same was discussed at length, and it was noted that the BoG



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in its 10<sup>th</sup> and 29<sup>th</sup> meetings has recognized these two physical instructors as faculty cadre. After detailed discussion and deliberations, it was **RESOLVED THAT**

**The recommendations of the committee mentioned below be approved:**

- (i) **The retirement age of Dr. Zia-UL-Alam, physical instructor, and Mr. Sandip Chattopadhyay, physical instructor, should be considered in line with the retirement age of the faculty members of the Institute, which is currently 65 years.**
- (ii) **As there is no career path for the existing physical instructors, a career path in the faculty cadre (i.e., Assistant Professor/Associate Professor/Professor, etc.) be considered subject to meeting qualifications, experiences, etc., as per the prevailing Statute/RR as applicable.**
- (iii) **The Director be authorized to assign them in a suitable academic department as per the requirement of the Institute. Earlier they were under the HRM department in BESU, prior to conversion.**
- (iv) **They continue to draw their salary at the present level, as decided in the 29<sup>th</sup> meeting of BoG, be revised with the understanding that they will get their salary and allowances as per the rules of the Institute.**

Item  
No.32.07

- (e) **The date of confirmation to the post of Medical Officer of Dr Rubi Golder**

It was decided in the 5th special meeting of the BoG held on 27.03.2025 that the Director be authorized to constitute an internal committee including two members of the BoG and the Registrar. The recommendation of the Committee be placed before the Chairperson BoG for a final decision in the matter.

The decision of the Chairperson will be reported in the next meeting of BoG.

Based on the decision of the BoG, a committee has been constituted by the Director. The report of the committee along with the recommendation is enclosed at Annexure.

The Committee has submitted its report along with recommendations which are enclosed at **Annexure**.

Submitted for consideration.

[Annex: BoG 32-07(e)]

Page No. 157 to 168

**Resolution  
No. 32.07**

- (e) The Chairman of the Committee presented the report of the Committee before the members of the BoG.

After detailed discussion and deliberations, it was **RESOLVED THAT**

- (i) **Dr. Rubi Golder be confirmed to the post of Medical Officer from her date of joining to the post of Medical Officer, IEST, Shibpur, i.e., 06.11.2015.**
- (ii) **The restriction of her promotion to the higher post is revoked w.e.f. 5<sup>th</sup> August 2025, subject to the availability of vacancy and following the rule for promotion.**

- (iii) **The Director/Registrar be authorized to assign her administrative work related to the hospital of the Institute in addition to her routine duties and responsibilities as per the rules.**

Item  
No.32.07

- (f) **Regularization of the mapping / placement of the 9 employees, to the respective post, who have submitted their acceptance of the mapping, etc in different Proforma.**

The Institute had completed the 1st phase of restructuring in July 2022 after being upgraded to IEST, Shibpur, from BESU, Shibpur, a state-aided university w.e.f. 04.03.2014, where all the regular non-teaching employees were allowed to have mapping/fitment/promotional benefits as per RR-2019 for non-teaching in NITs from due dates, following recommendations of the committee constituted for the purpose.

All the non-teaching employees have submitted their acceptance at a prescribed proforma, except for 9 non-teaching employees, who have not submitted their acceptance at a prescribed proforma of the Institute.

The matter was placed in the 24<sup>th</sup> meeting of the BoG held on 16.11.2022 and 06.12.2022 (Ref. Resolution No. 24-07 (c)). After discussion, it was resolved that the said 9 (nine) employees may meet the Registrar to clear their doubt and submit their acceptance in the prescribed proforma.

Based on the decisions of the BoG, only 3 (three) employees have submitted their acceptance in a prescribed proforma by adding the date of effect additionally.

The above-stated matter has been referred to the committee constituted vide officer order No. RDO/1107/24 dated 20.11.2024 for review of employee (both teaching and non-teaching) related issues, i.e., pension and other retirement benefits, restructuring, counting of past service and other issues as deemed necessary for examination and recommendations.

[Annex: BoG 32-07(e)]

Page No. 169 to 191

**Resolution  
No. 32.07**

- (f) The Chairman of the Committee presented the report of the Committee before the members of BoG. It was pointed out that the Institute should not wait further. After detailed discussion and deliberations, it was **RESOLVED THAT**

- (i) **A last chance may be given to the 9 (nine) employees who have not submitted their acceptance till date in the prescribed proforma.**
- (ii) **The Director be authorized to communicate the last date for submission of acceptance of redesignation/promotion/placement in the prescribed proforma to the 9 employees preferably within a month.**
- (iii) **The Director be authorized to take decision in the matter and the report of the same to be placed in the next meeting of the BoG for final decision in this matter.**

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Item  
No.32.08: **To consider and approve the recommendations of the 22<sup>nd</sup> meeting of the Finance Committee scheduled to be held on 21<sup>st</sup> July 2025. The following are the agenda Items of the 22<sup>nd</sup> meeting of the Finance Committee:**

- I. To confirm the minutes of the 21<sup>st</sup> meeting of the Finance Committee held on 15<sup>th</sup> May 2025
- II. Action Taken Report on the decision of the 21<sup>st</sup> meeting of the Finance Committee held on 15<sup>th</sup> May 2025
- III. To consider and recommend approval of the draft Annual Accounts for the years 2024–25 of IEST, Shibpur, for submission to C&AG for certification audit as per provision of the section 22 of The National Institutes of Technology (Amendment) Act 2012 and The National Institutes of Technology, Science Education and Research (Amendment) Act, 2014.
- IV. To consider and recommend for approval of the Delegation of the Financial Power to the functionaries of the Institute
- V. To consider and recommend for approval of the implementation of an integrated ERP system at IEST, Shibpur
- VI. To consider and recommend for approval of the engagement of 5 (five) numbers of professional trainees at IEST, Shibpur, for a period of 15 months
- VII. To Consider and recommend for enhancement of sitting Fees for experts for attending various selection committees and members of other Statutory Committee meeting of the Institute
- VIII. To consider and approve Recruitment of one Public Relation Officer (PRO) and trainee for social media on a temporary basis

[Annex: BoG 32-08]

Page No. 192 to 315

**Resolution  
No. 32.08**

Recommendations of the 22<sup>nd</sup> meeting of the Finance Committee will be placed on the table for consideration and approval.

The minutes of the 22<sup>nd</sup> meeting of the Finance Committee held on 21<sup>st</sup> July 2025 was circulated among the members of BoG.

After detailed discussion and deliberations, it was **RESOLVED THAT**

**All the recommendations of the 22<sup>nd</sup> meeting Finance Committee held on 21<sup>st</sup> July 2025 be approved.**

Item  
No.32.09:

**To consider the status reports of the following matters and direction for further necessary action:**

Item  
No.32.09:

- (a) **Applicability of Central Dearness Relief for disbursing pension to the employees covered under the provision of 28(iii) of the Statute of IEST, Shibpur.**

It may please be noted that BoG, through circulation, approved the following recommendation of the 21<sup>st</sup> meeting of the Finance Committee in this matter:



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The stated proposal along with the details be sent to the MoE, GoI immediately for taking up the matter with the appropriate level by the MoE, GoI for the clarification about the applicability of the central rate of dearness relief to the employee covered under clause 28(iii) of the Statute of the IEST so that the matter related to the non-disbursement of the dearness relief with the basic pension be settled on an urgent basis.

Considering the above, the institute vide letter number IEST-Shibpur/GoI/16/25 dated 27.05.2025 and IEST-Shibpur/29/6/2025 dated 05.06.2025 has already sent the proposal to MoE, GoI for taking up the matter at appropriate level by the MoE, GoI for the clarification about the applicability of the central rate of dearness relief to the employee covered under clause 28(iii) of the Statute of the IEST. The clarification is yet to be received from MoE, GoI.

In this regard, the following points may please be noted:

- (i) In the meantime, 2 (two) other employees under this category have superannuated, and due to non-availability of the decision, the institute is paying their pension without the Dearness Allowance.
- (ii) The Institute has requested to MoE vide letter 0069/MH/17 dated 27.06.2017 and 0143/MH/20 dated 28.02.2020 for necessary modification in the Statute as recommended by the BoG in its 8<sup>th</sup> meeting held on 14.06.2017.
- (iii) The Institute has also requested to MoE, GoI, vide letter number IEST-Shibpur/29/6/2025 dated 05.06.2025, that till the receipt of final approval from MoE, GoI, regarding dearness relief, the Dearness Relief at a Central Rate to the 8 pensioners and 2 family pensioners may be released as an interim measure by obtaining a letter of undertaking from the above-stated pensioners for immediate deposition of excess payment of dearness relief, if any, to the Institute account that arises on the final approval of MoE, GoI w.r.t. Dearness Relief Order. No order has also been received from the MoE, GoI.
- (iv) The liabilities for the settlement of monthly pensions are accumulating day by day and employees are also seeking early redressal due to lower payments they are receiving.

In view of the above, the matter is placed for discussion and direction

Annex: BoG 32-09 (a)]

Page No. 316 to 321

**Resolution No. 32.09** (a) Deputy Secretary (TE), MoE, GoI has informed that clarification has already been sought from the Department of Pension & Pensioners' Welfare.

**After detailed discussion and deliberations, it was RESOLVED THAT**

**The Deputy Secretary, MoE, GoI, was requested to expedite the process for resolving the issues, considering the case has been pending since 2018.**

Item No.32.09: (b) **To release of the undisbursed part of the Dearness Allowance component on the Gratuity and Leave Salary of 10 superannuated employees, covered under the provision of 28(iii) of the Statute of IEST, Shibpur.**

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It may please be noted that BoG, through circulation, approved the following recommendation of the 21st meeting of the Finance Committee in this matter:

- (i) The proposal along with the details be sent to the MoE, GOI by the Institute immediately for concurrence about the release of the undisbursed part of the Dearness Allowance (DA) component on the Leave Salary and Gratuity (i.e., Retirement Benefits) as per the applicable dearness allowance (DA) on the day of superannuation/retirement as per the CCS (Leave) Rule 1972 and rule of computation of Gratuity.
- (ii) The respective Bureau, MoE- NIT was also requested to provide the concurrence for the stated proposal immediately for clearing this long pending issue.

Considering the above, the institute vide letter number IEST-Shibpur/GoI/13/25 dated 27.05.2025 and IEST-Shibpur/29/6/2025 dated 05.06.2025 has already sent the proposal to MoE, GoI for clarification. **However, clarification is awaited from MoE, GoI.**

**In this regard, the following may please be noted:**

- (i) In the meantime, 2 (two) other employees under this category have been superannuated, and due to the non-availability of the decision, we are also unable to settle the DA part on the leave salary and gratuity.
- (ii) **For the Undisbursed Dearness Allowance component on Cash Equivalent Leave Salary:**
  - (a) As per clause number 34 of the Statute of IEST, Shibpur, it is clearly mentioned that the leave for all employees of the Institute shall be governed by the Central Civil Service (Leave) Rule, 1972. A copy of the relevant extract is enclosed at **Annexure**.
  - (b) As per the Central Civil Service (Leave) Rule, 1972, the Cash Equivalent Leave Salary computation formula equal to Pay admissible on the date of retirement plus Dearness Allowances admissible on that date **divided by 30 multiplied by** the number of days of unutilized earned leave at credit, subject to the total of earned leave and half pay leave not exceeding 300 days. A copy of the relevant rule is enclosed at **Annexure**.

Hence, as per the Central Civil Service (Leave) Rule, 1972, and Statute of IEST, Shibpur, 8+2 numbers of superannuated employees and legal hires of 2 numbers of deceased employees are entitled to get the undisbursed part of the dearness allowance on cash equivalent leave salary at a central DA rate.

- (i) **For the undisbursed Dearness Allowance component on Gratuity:**
  - (a) Computation of gratuity as per the gratuity rules applicable to the Central Government employees clearly stated that the dearness allowance admissible on the date of retirement or death, as the case may be, shall also be treated as emolument. A copy of the relevant extract is enclosed at **Annexure**.
  - (b) In the similar way West Bengal State Aided Universities (Death-cum-retirement benefits) Scheme, 2010, computation of gratuity is based on



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the last drawn monthly emoluments. A copy of the relevant extract is enclosed at **Annexure**.

- (c) As per clause 24(iv) of the statute, the above-stated 10+2 superannuated/deceased employees, were also receiving salary and dearness allowance as per the Central Government pay structure. A copy of the relevant extract is enclosed at **Annexure**.

Hence, as per the computation rules for gratuity, 10 superannuated/deceased + 2 employees covered under clause 28(iii) of the Statute of IEST, Shibpur, are entitled to the undisbursed dearness allowance on gratuity also, at a central rate, as they were getting DA at a central rate on the date of superannuation/death.

- (ii) The liabilities for retirement benefits are accumulating day by day.

Considering the above, the matter is placed before the BoG for discussion and decision to address the concern.

Annex: BoG 32-09 (b) ]

Page No. 322 to 332

- Resolution No. 32.09** (b) Deputy Secretary (TE), MoE, GoI has informed that clarification has already been sought from the Department of Pension & Pensioners' Welfare.

**After detailed discussion and deliberations, it was RESOLVED THAT**

**The Deputy Secretary, MoE, GoI, was requested to expedite the process for resolving the issues, considering the case has been pending since 2018.**

- Item No.32.09: (C) **Pending Issues w.r.t. settlement of retirement benefits of Shri Madan Mohan Bose, ex-employee of IEST, Shibpur**

As per the decision of the 5th special meeting of the BoG held on 27.03.2025, the matter, along with the documents, has been sent to the MoE vide letter No. IEST-Shibpur/GoI/10/25 dated 17.04.2025 for advice/decision regarding the release of final pension and also the release of his gratuity and other retirement benefits, if any.

Subsequently, as per the decision of the 31st meeting of the BoG held on 15.05.2025, a reminder letter has also been sent to MoE vide letter no. IEST-Shibpur/GoI/18/25 dated 09.06.2025. The reply is awaited. In the meantime, Mr. Madan Mahan Bose has submitted his representation. The copy of the same is enclosed, which is self-explanatory.

Submitted for discussion for release of his retirement benefits.

Annex: BoG 32-09( C) ]

Page No. 333 to 336

- Resolution No.32.09** (c) The following points were discussed elaborately w.r.t. the settlement of retirement benefits of Shri Madan Mohan Bose, ex-employee of IEST, Shibpur.

- (i) MoE, GoI vide letter number 32-10/2024-TS.III dated 17.07.2025 communicated, among others, that in view of the ongoing judicial proceedings and pursuant to the provisions of Rule 69 of CCS (Pension) Rules, 1979, the final settlement of pension, gratuity, and other related benefits of Shri Madan Mohan Bose, former employee of IEST, Shibpur, does not seem tenable. Any

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such action at this juncture would amount to pre-empting the decision of the Hon'ble Court in a matter that is subjudice.

- (ii) It was pointed out in the meeting that it is mentioned in the All India Services(Death -Cum- Retirement Benefits) Rules, 1958 that the Central Government Reserves to itself the right of withholding a pension and gratuity or both either in full or part, whether permanently or for a specified period and ordering recovery from pension or gratuity of the whole or part of any pecuniary loss caused to the Central or State Government , if the pensioner is found in a departmental or judicial proceeding to have been guilty of grave misconduct or to have caused pecuniary loss to the Central or State Government by misconduct or negligence during his service , including service rendered on re-employment after retirement.
- (iii) It was also discussed that there was no disciplinary proceeding instituted against Mr. Madan Mohan Bose before his superannuation.
- (iv) There is no guilt of grave misconduct for which judicial proceedings were initiated by the Institute.
- (v) It was also pointed out that the Institute received a communication from the Under Secretary, Vigilance Section, MoE, GoI vide letter number 13013/14/2024-Vig. dated 08.07.2025 forwarded by the CVO (Part Time), IEST, Shibpur, wherein it is mentioned that the roles and responsibilities of the officials involved in the grant of the following two irregular promotions given to Sh. Madan Mohan Bose be thoroughly examined
  - (a) Promotion to the post of Sr. Superintendent w.e.f 11.07.2018
  - (b) Promotion to the post of Superintendent SG(II) w.e.f 11.07.2020

and investigation report may kindly be submitted within a period of 1 month to the Ministry. A copy of the letter is enclosed, which is self-explanatory.

- (vi) The institute also received a communication from the Under Secretary, Vigilance Section, MoE, GoI vide letter number 13013/01/2023-Vig. dated 14.07.2025 forwarded by the CVO (Part Time), IEST, Shibpur, wherein it is mentioned that the Hon'ble High Court explicitly directed that the employment/service status of the petitioners, including Shri Satyajit Barua, should remain unaltered pending final judgement. Despite this, it seems that IEST, Shibpur, granted two successive promotions to Shri Satyajit Barua in 2022. Copy of the letter is enclosed, which is self-explanatory.
- (vii) In the Order of the Hon'ble High Court at Calcutta dated 28.01.2021, it is mentioned that, in all fairness, the present employment/service status of the writ petitioners should remain unaltered till disposal of this writ petition, and I direct so. In other words, the service status of the writ petitioners would not be altered to their detriment in any manner pending disposal of this writ petition.

It was discussed that there is confusion in the interpretation of the sentence "to their detriment in any manner pending disposal of this writ petition".

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After detailed discussion and deliberations, it was **RESOLVED THAT**

- (i) **A clarification/directive be sought from the Hon'ble High Court at Calcutta regarding the interpretation of the sentence "In other words, the service status of the writ petitioners would not be altered to their detriment in any manner pending disposal of this writ petition," i.e., whether there is any bar in promoting the petitioner in the higher pay scale pending disposal of this writ considering the term "in any manner".**
- (ii) **A clarification be sought from the Hon'ble High Court at Calcutta as to whether there is any bar in the settlement of the final pension and gratuity (i.e., retirement benefit) as per the opinion communicated by MoE, GoI vide letter number 32-10/2024-TS.III dated 17.07.2025, considering that the stated judicial proceeding is not a grave misconduct on the part of employees.**
- (iii) **Pending disposal of the case or clarification from the Hon'ble High Court at Calcutta, gratuity will be determined @ 90% of the gratuity and full pension as per the scale at the time retirement with an undertaking for refunding the excess amount in case of any change in the decision as per the final court order.**

Item  
No.32.10

**To consider and adopt the Office Memorandum Number 19/116/2024-Pers.Pol. (Pay) (Pt) dated 20<sup>th</sup> May 2025 of the Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training – for the grant of a notional increment on 1<sup>st</sup> July / 1<sup>st</sup> January to the employees who retired from Central Government Service on 30<sup>th</sup> June / 31<sup>st</sup> December, respectively, for the purpose of calculating their pensionary benefits.**

In this regard, the following may kindly be noted:

- (i) It is mentioned under clause number 24 (iv) of the Statute of IEST that the employees of the Institute shall be entitled to allowances in addition to pay as admissible to the Central Government employees. The copy of the relevant extract of the statute is enclosed at **Annexure**
- (ii) The Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training, GoI, issued the Office Memorandum Number 19/116/2024-Pers.Pol. (Pay) (Pt) dated 20<sup>th</sup> May 2025 for the grant of a notional increment on 1st July / 1st January to the employees who retired from Central Government Service on 30th June / 31st December, respectively, for the purpose of calculating their pensionary benefits. A copy of the Office Memorandum Number 19/116/2024-Pers.Pol. (Pay) (Pt) dated 14th October 2024 is enclosed at **Annexure**.

Considering the respective clause number 24(iv) of IEST, Shibpur, the stated Office Memorandum may be adopted for the employees of the Institute.

[Annex: BoG 32-10]

Page No. 337 to 343

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**Resolution  
No. 32.10**

After detailed discussion and deliberation, it was **RESOLVED THAT**  
**The proposal for adoption of the Office Memorandum Number 19/116/2024-Pers.Pol. (Pay) (Pt) dated 20<sup>th</sup> May 2025 of the Ministry of Personnel, Public Grievances & Pensions, Department of Personnel & Training for the grant of a notional increment on 1st July / 1st January to the employees who retired from Central Government Service on 30th June / 31st December, respectively, for the purpose of calculating their pensionary benefits be sent to MoE, GoI for necessary order for implementation.**

Item  
No.32.11

**To consider and adopt Office Memorandum No. 14028/I/2019-Estt.(L) dated 20.06.2019 of DoPT, GoI for leave encashment to officers on contract in various posts under government.**

It may kindly be noted that the Executive Council of erstwhile BESU, Shibpur, in its 17th meeting held on 11.10.2010, approved the policy regarding recruitment of teachers, officers and non-teaching employees on a contract basis. The Executive Council of erstwhile BESU, Shibpur, has also approved the Privileged Leave (PL), among others. In the Privileged Leave, it is mentioned that

“The balance of privileged leave at the end of the year as per contract will be carried forward to the next year (total accumulation on encashable PL should not exceed 36 days in a tenure of 3 years).

A copy of the relevant extract of the 17th Executive Council meeting of the BESU held on 11.10.2010 is enclosed at **Annexure**.

An Office Memorandum No. 14028/I/2019-Estt.(L) dated 20.06.2019, issued by the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training for leave encashment to officers appointed on contract in various posts under the government. A copy is enclosed at **Annexure**.

In view of the above, the OM number 14028/I/2019-Estt.(L) dated 20.06.2019 of DoPT may be adopted for the teachers, officers and non-teaching employees engaged/working on a contract basis at IEST, Shibpur.

[Annex: BoG 32-11]

Page No. 344 to 349

**Resolution  
No. 32.11**


After detailed discussion and deliberation, it was **RESOLVED THAT**  
**OM number 14028/I/2019-Estt.(L) dated 20.06.2019 of DoPT be adopted for the teachers, officers, and non-teaching employees engaged/working on a contract basis at IEST, Shibpur.**

Item  
No.32.12

**Adoption of DoPT, GoI Order No. 4/34/2017-P&PW(D) dated 19.07.2017 for grant of Fixed Medical Allowance (FMA) to the Central Government Pensioners residing in the areas not covered under CGHS.**

The following point may be noted:

- (i) It is mentioned under clause number 24 (iv) of the Statute of IEST that the employees of the Institute shall be entitled to allowances in addition to pay as



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- admissible to the Central Government employees. The copy of the relevant extract of the Statute is enclosed at **Annexure**.
- (ii) Ministry of Personnel, Public Grievances & Pension, GoI, issued an Office Memorandum no. 14028/I/2019-Estt.(L) dated 20.06.2019 for the grant of Fixed Medical Allowance (FMA) to the Central Government Pensioners residing in areas not covered under CGHS. A copy of the order is enclosed at **Annexure**.
- (iii) The institute has not enhanced the rate of fixed medical allowance from Rs. 500/- to Rs. 1000/-.
- (iv) BoG of IEST, Shibpur, in its 14th meeting held on 09.09.2019 vide resolution no. 14.13, has considered the recommendation of the committee constituted by the BoG for framing a suitable contributory medical scheme for the employees of IEST, Shibpur. In the said rule it is mentioned that the Fixed Medical Allowance will be revised by the authority from time to time. A copy of the relevant order is enclosed at **Annexure**.

Considering the above and the DoPT, GoI Order No. 4/34/2017-P&PW(D) dated 19.07.2017, the Fixed Medical Allowance to IEST Pensioners may be enhanced to Rs.1000/- from Rs.500/-.

[Annex: BoG 32-11]]

Page No. 350 to 354

**Resolution  
No. 32.12**

After detailed discussion and deliberation, **it was RESOLVED THAT**

**DoPT, GoI Order No. 4/34/2017-P&PW(D) dated 19.07.2017 be adopted and the Fixed Medical Allowance to the IEST Pensioners be enhanced to Rs.1000/- from Rs.500/-.**

**Item  
No.32.13**

**To discuss on the legal notice received From Advocate, High Court, Calcutta for release of Revised Pensionary benefits to the pensioners who have superannuated before 04.03.2014 and covered under clause number 28(i) of the Statute of IEST, Shibpur.**

In this regard the following points may be noted:

- (i) MoE, GoI vide Order Number F-40-39/2023-TS.III dated 08.11.2023 issued an order for implementation of Order dated 19.09.2023 delivered by Division Bench, High Court of Calcutta in MAT 1340 of 2022 (CAN 2 of 2022) in the matter of Dr. Asit Kumar Chongdar & Ors Vs. UOI & Ors, wherein it was mentioned under point number 7 among other that the contention of the petitioner that the pensionary benefits under the Government of West Bengal is also denied, does not merit consideration, since it has been mentioned in Statute 28(i) of IEST Shibpur that the liability of payment of existing pensioners covered under State Pension Rules shall continue to be on the "State Government". Hence, any grievance in this regard should have been resolved at the level of the state government of West Bengal. A copy of the order is enclosed at **Annexure**.
- (ii) It was decided in the 24th meeting of BoG held on 16.11.2022 and 06.12.2022 that BoG (Ref. Resonation No. 24.22(iii)) also directed to continue to disburse the



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monthly pension and other retirement benefits at par with the State Pension Rules (applicable for the State Aided Universities of WB) as the concerned employees belonged to BESU, an autonomous institute of the state government. A copy of the relevant extract of the minutes of the 24th meeting of the BoG is enclosed at **Annexure**.

- (iii) Considering the above, the 22 pensioners/family pensioners are getting pensionary benefits from the IEST, Shibpur.
- (iv) The Director, IEST, Shibpur, BoG, IEST, Shibpur, the Secretary, MoE, the Secretary, HE Department, University Branch, Government of West Bengal, etc., have received a legal notice from Advocate Sanjay Saha, High Court, Calcutta, on behalf of Dr. Bhaswati Mitra and Dr. Asit Kumar Chongdar, two of the pensioners under the category for release of revised pensionary benefits commensurate with other similarly placed faculty of IEST, Shibpur. A copy of the legal notice is enclosed at **Annexure**, which is self-explanatory.
- (v) Draft Reply prepared by the Institute's empaneled lawyer is enclosed at **Annexure**.

In this context it may kindly be noted that the above category of employees were the employees of erstwhile BESU, Shibpur, which was an autonomous body under the State Government like IEST, Shibpur, which is now an autonomous body under MoE, GoI. During the erstwhile BESU period, the State Government had released the fund to BESU. In view of the above, the matter is placed for discussion and direction.

[Annex: BoG 32-13]

Page No. 355 to 376

**Resolution  
No. 32.13**

The following points were discussed in this matter:

- (i) It is mentioned in Section 5A of the NITSER (Amendment) Act 2014 that all the rights and liabilities of the Bengal Engineering and Science University, Shibpur, shall be the rights and liabilities of the Indian Institute of Engineering Science and Technology.
- (ii) It is also mentioned in the said section under point (d) of the NITSER (Amendment) Act 2014 every person who is employed in the Bengal Engineering and Science University Shibpur immediately before the date of commencement of the National Institutes of Technology, Science, Education, and Research (Amendment) Act 2014 shall, on or and after such commencement, become the employees of Indian Institute of Engineering Science and Technology, Shibpur.
- (iii) 22 pensioners/family pensioners appointed by the erstwhile BESU, Shibpur, are also the employees of the IEST, Shibpur, and liabilities for settlement of their pension as per the NITSER (Amendment) Act 2014 may be the liabilities of the IEST, Shibpur.

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- (iv) Employees who were appointed by the Government of West Bengal for the erstwhile B.E. College, their pension liabilities are being settled by the Government of West Bengal.
- (v) There appears a miss in the statute for not incorporating the pension liabilities for the above categories of pensioners, who were appointed by the B.E. College (DU)/BESU , Shibpur, and superannuated before the formation of IEST, Shibpur, though there is clear provision in the act for transfer of their liabilities.
- (vi) Order communicated by the Secretary, MoE, GoI vide letter number 40-39/2023-TS.III dated 08.11.2023.
- (vii) Decision of the 24th meeting of BoG held on 16.11.2022 and 06.12.2022 to continue to disburse monthly pension and other retirement benefits at par with the State Pension Rules as the concerned employees belong to BESU, an autonomous institute under the West Bengal government.
- (viii) The Deputy Secretary (TE), MoE, GoI conveyed that the speaking order of the Secretary (HE), MoE, GoI dated 08.11.2023 on the matter. The Institute however, insisted on reconsideration of the same. Accordingly, it was clarified that the Institute may send a fresh proposal to the Ministry. Till such communication is received, the position of the Ministry shall remain as per the speaking order of the Secretary (HE).
- (ix) Draft reply prepared by the empaneled lawyer of the Institute on the legal notice served by the Advocate Sanjay Saha.

After detailed discussion and deliberations, it was **RESOLVED THAT**

- (i) **A letter be sent to the Ministry of Education, GoI, with a request to reconsider the order no. F.40-39/2023-TS.III dated 08.11.2023 of the Secretary, MoE, in line with the provision in the act and other relevant details for disbursing all pensionary benefits from the IEST, Shibpur.**
- (ii) **Till the communication is received from MoE, GoI, the status quo be maintained for disbursement of monthly pension from the Institute considering the hardship of aged pensioners.**
- (iii) **Draft reply prepared by the institute's empaneled lawyer on the legal notice be sent to the MoE, GoI, for necessary vetting.**

Item  
No.32.14

**To discuss the naming/re-naming of the infrastructures of the Institute**

The document will be placed on table.

**Resolution  
No. 32.14**

The naming of the newly built 1000-seater Boys' Hostel has been discussed at the time of discussion of the Director's Report under Agenda Item No. 32.05. However, it was decided to incorporate the decision under Agenda No. 32.14.



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After a detailed discussion regarding the naming, inauguration date and the chief guest of the newly built 1000-seater Boys' Hostel, it was decided that the hostel shall be named "Dr. Shyama Prasad Mukherjee Hostel." This decision was taken in recognition of Dr. Mukherjee's exemplary contributions in the fields of academics and policy.

Notably, he served as the Vice Chancellor of Calcutta University, under which the then B.E. College was affiliated.

It was resolved that the Hon'ble Prime Minister of India and the Hon'ble Minister of Education, Shri Dharmendra Pradhan, be invited for the inauguration of the Dr. Shyama Prasad Mukherjee<sup>2</sup> Hostel. The Chairperson of the BoG and the Director were requested to reach out to the Prime Minister's Office to obtain a convenient date and time for the Hon'ble Prime Minister for the inauguration, with the support of the office of the Hon'ble Minister of Education, Shri Dharmendra Pradhan, and extend the formal invitations accordingly.

The Board observed that many of the existing buildings, particularly hostels, bear names of former Directors, several of whom were British. It was further noted that the naming of such hostels and buildings may be revisited, as required, and that those currently without names should be considered for renaming after eminent personalities of this land, thereby inspiring the students and the larger IEST community.

With regard to the naming/renaming of the other hostels and buildings, it was decided that the matter shall be placed before the next meeting of the BoG after obtaining complete details.

Item  
No.32.15

**To consider and approve the allotment of Space to Howrah Postal Division for installing the SPDS Machine in the IEST Campus**

The Senior Superintendent of Post Office, Howrah Postal Division, vide letter No. G-I/Mails/PNOP/Howrah dated 30.04.2025, requested permission to install a Smart Parcel Delivery System (SPDS) at the campus of IEST, Shibpur. The idea of installing the SPDS machine will reduce the chances of the return of postal articles addressed to various consignees at our institute, as stated. The copy of the letter is enclosed, which is self-explanatory.

The draft terms and conditions along with the rental charges for the space are enclosed at **Annexure**.

Submitted for consideration and approval for allotment of space.

[Annex: BoG 32-15]

Page No. 377 to 381

Resolution  
No. 32.15

**After detailed discussion and deliberations, it was RESOLVED THAT**

- (i) Allotment of space to the Post Office, Howrah Postal Division, be accorded to install a Smart Parcel Delivery System (SPDS) at the campus

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of IEST, Shibpur, with the monthly rental charges as per Institute Rules and Regulations.

- (ii) It was also advised that a proper record be maintained for the collection of all user charges of the various infrastructural facilities of the Institute on a monthly basis and reported to the BoG from time to time.

Item  
No.32.16

**Any other points with the permission of the Chair**

**With the permission of the Chair the following agenda Item was placed**

**To discuss and consider the recruitment of the Scientific Officer for which the advertainment already issued for direct recruitment**

The Director has informed that the Institute published an advertisement for the recruitment of a Scientific Officer (01 Post under the UR category) through direct recruitment/on a deputation basis (including a Short-Term Contract) vide ADVT. No. RO/MA/23/03 dated 20.03.2023.

Subsequently, a clarification was received from the MoE, GoI vide letter no. F.No.32-5/2024-TS.III dated 25.11.2024, mentioning that if the number of post sanctioned is 01, the distribution of posts would be as promotion among the existing employees.

Considering the undermentioned points, the matter was placed before the BoG for consideration and direction for further course of action:

- (i) publication of the advertisement,
- (ii) receipt of application money from the candidates
- (iii) The applications have been scrutinized.

[Annex: BoG 32-16]

Page No. 382 to 396

**Resolution  
No. 32.16**

**After detailed discussion and deliberations it was RESOLVED THAT**

**Since the clarification has already been received from MoE, GoI, it is very difficult to process the said advertisement. However, it was advised that they examine/check whether any employees of IEST, Shibpur, is eligible for the said promotional post and report to the next meeting of the BoG for further direction.**

Item  
No.32.17 :

**Reporting items:**

- (a) **Promotion of 4 numbers of Junior Assistants to the post of Senior Assistant in the pay level (4) of the 7th CPC as per the recommendation of the Departmental Promotion Committee and subsequent approval of the Chairperson, BoG.**

The following employees have been promoted from the Junior Assistant to Senior Assistant as per the recommendation of the DPC and subsequent approval of the Chairperson, BoG:

Sl. No.	Name of the Employee	Promoted designation & Level of Pay
01	Mr. Subir Ghosh	Senior Assistant

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02	Mr. Asit Baran Dey	Senior Assistant
03	Mr. Sushil Kr. Dey	Senior Assistant
04	Mr. Sukumar Sarkar	Senior Assistant

The copy of the approval of Chairperson, BoG is enclosed.

[Annex: BoG 32-17(a)]

Page No. 397 to 398

**Resolution No. 32.17** (a) **Promotion of the above stated 4 numbers of Junior Assistants to the post of Senior Assistant in the pay level (4) of the 7th CPC as per the recommendation of the Departmental Promotion Committee and subsequent approval of the Chairperson, BoG was noted and ratified.**

**Item No.32.17 :** (b) **Submission of the Project Completion Report to the MoE, GoI**  
The project closure report has been submitted to MoE, GoI vide letter no. IEST-Shibpur/GoI/21/25 dated 08.07.2025.

[Annex: BoG 32-17(b)]

Page No. 399 to 400

**Resolution No. 32.17** (b) **The Director has explained that the matter has been discussed with the Deputy Secretary (TE), NIT, Division on 30.07.2025 at New Delhi along with the Registrar, IEST, Shibpur. Based on the discussion, the Institute will submit the following proposals to the MoE, GoI for closure of project mode:**

- (i) **Additional requirement of funds, if any, to complete the unfinished works started from the project fund**
- (ii) **Time extension of the project mode for completion of the already initiated projects.**
- (iii) **Submit the project closure report upon completion of works.**

**Item No.32.17 :** (c) **To Report the appointment of Internal Audit Adviser**  
With the permission of the Chair, it was reported that as per the approval of the 31st meeting of the BoG, held on 15th May 2025, Mr. Arun Kumar Gorai, Retired Senior Audit Officer, CAG office, has been appointed as an Internal Audit Advisor on purely temporary basis initially for a period of 6(six) month with a renewable clause upto a maximum of one year with a consolidated remuneration of Rs. 65,000/-, upon recommendation of the selection committee, constituted by the Chairperson, BoG, and subsequent approval of the Chairperson of BoG vide email dated.

[Annex: BoG 32-17(c)]

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**Resolution** (c) **Noted and ratified.**  
**No. 32.17**


The meeting ended with the vote of thanks to the Chair.



03/09/25

(CA. Biswajit Bhattacharyya)

Ex-Officio Secretary, BOG, IEST, Shibpur &  
Registrar, IEST, Shibpur



03/09/2025

(Prof. V.M.S.R. Murthy)  
Director, IEST, Shibpur



Smt. Tejaswini AnanthiKumar  
Chairperson, BoG, IEST, Shibpur