

INDIAN INSTITUTE OF TECHNOLOGY KANPUR
ADMINISTRATION SECTION

No.Estt .Misc./2007/IITK/606
Dated: June 11, 2007

Subject: Status Report of Assessment & Fitment of Pay Scale and Change of Designation: Group B,C & D, Non Teaching Employees of IIT Kanpur & Functioning of office of Public Information , under RTI Act.

There had been a consistent demand from Group B, C & D, Non Teaching Staff members for pay parity within the same designation and assessment. The Recruitment & Career Progression Scheme (RCPS), received from MHRD, which have been implemented by the Institute after approval by the Chairman, BOG, IIT Kanpur. It would be worthwhile to mention here that aforesaid scheme has been implemented after adhering all factors mentioned there in, even considering the future repercussion with regard to grievances of employees, thus, it has mitigated the grievances of large numbers of staff members substantially. Consequently, such implementations of aforesaid RCP scheme has certainly brought the cordial and conflict less working environmental among staff members.

The process of resolving the pending grievances have also been initiated within the preview of RCPS Scheme. Many of the grievances of aggrieved employees even have been resolved.

In this Institute anomalies pertaining to pay scales & designations were existing due to different approach made with regard to fixing of Pay Scale or Designation.

In order to bring uniformity in pay scale & designation and to reduce anomalies, Fitment (Replacement) of Pay Scale & Designation or designation have been carried out in accordance to RCPS. The different cadre structures have been covered for fitment of **203 employees** (on roll) and approx. 300 retired employees w.e.f. 01.05.1998 as per RCPS norms.

The assessment process in respect of employees for period July 2006 has begun. The recruitment process in this year has been completed in record time.

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IMPLEMENTATION OF RTI

After enactment of Right to Information Act, 2005, the Administration has complied with Section 4 of RTI Act which enshrined that every public authority shall publish and execute the following within one hundred and twenty days from the enactment of this act:-

- (i) the particulars of its organization, functions and duties.
- (ii) the powers and duties of its officers and employees.
- (iii) maintain all its records duly catalogued and indexed in a manner and the form which facilities the right to information under the Act.

The Office of the Public Information is being maintained by Shri R K Sachan, Deputy Registrar (Admin.) who is also designated as the Public Information Officer of the Institute. The Institute so far has received 30 applications in 2006 and 26 applications in 2007 and all applications have been replied with. Recently, one alternate Public Information Officer and two Assistant Public Information Officers have been designated in the Institute. It is worth mentioning that even not a single case has reached to CIC. Thus, RTI Act has been implemented in the Institute in true spirit.

The above report on behalf of Administration may be taken into cognizance and published in the Annual Report of the Institute.



(R K Sachan)
Deputy Registrar (Admin.)

Registrar

Copy to:

1. Director
 2. Deputy Director
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