

Govt. of India
National Commission for Minorities
Lok Nayak Bhawan, Khan Market, New Delhi-3

Petitioner: Shri Saifuddin Ahmad, Asstt. Professor, Department of History,
University of Delhi, Delhi-110007.

Respondent: Dr. Naresh Kumar, Asstt. Registrar, University of Delhi and Dr. Suresh
Kumar, Warden, Ramjas College.

File No. M/DL/20/0109/11

The Bench of the NCM consisted of:

- i. Smt. Syeda Imam, Member
 - ii. Shri Keki N. Daruwalla, Member
2. Joint Secretary and Legal Officer assisted the bench.

Brief record of hearing held in the Conference Room of the National Commission for Minorities held on 27.01.2012 at 11.00 A.M.

3. Present:

- I. Shri Saifuddin Ahmad,
- II. Dr. Naresh Kumar, Asstt. Registrar, University of Delhi and Dr. Suresh Kumar,
Warden, Ramjas College.

4. Shri Saifuddin Ahmad, Asstt. Professor, Department of History, University of Delhi submitted that he has been harassed, victimized and discriminated in according pay protection for 2 and 1/2 years by the Principal, Ramjas College whereas some teachers were accorded pay protection even for adhoc period of service. He further submitted that the recommendation of the Selection Committee is not required for pay protection as the Selection Committee is constituted only for recommending the name of suitable candidate for appointment.

5. Dr. Naresh Kumar, Asstt. Registrar, University of Delhi appeared on behalf of Registrar of Delhi University and sought oral exemption from personal appearance of the Registrar due to his pre-occupation. He submitted that the University has given its

approval of fixation of pay of Shri Saifuddin Ahmad. Dr. Naresh Kumar handed over a letter dated 27.12.2011 addressed to the Principal, Ramjas College wherein the pay of Shri Saifuddin Ahmad has been fixed in the revised Pay Band in PB-3 (Rs.16900-39100) alongwith applicable Grade Pay. Shri Saifuddin Ahmad will now draw his next increment from 1st July 2009 and subsequent increment on 1st July every year, if otherwise admissible. The copy of letter dated 24.1.2012 alongwith letter dated 27.12.2011 has been taken on record. Dr. Suresh Kumar appeared on behalf of Principal, Ramjas College and handed over a Cheque of Rs.65,999/- dated 23.1.2012 bearing Cheque no. 341673 drawn on Corporation Bank, Kamla Nagar, New Delhi-110007 towards the arrears of pay of Shri Saifuddin Ahmad which was accepted by the petitioner without prejudice as the petitioner submitted that he would calculate the amount and confirm in writing. He further submitted that he is not aware of the facts of the case which lead to delay in fixation of his pay. However, this type of irregularities are general in nature.

Discussion:

6. The Commission took - exception to the action of the Principal, Ramjas College deputing an officer who is not aware of the facts of the case. The petitioner Shri Saifuddin Ahmad submitted that he was subjected to harassment at the whims of the Principal in as much as he was made to do several visits with regard to his pay fixation. Every time he visited a mere assurance has been given by the Principal to do the needful but no positive action has been taken by him. On query of the Commission from the representative of the Ramjas College as to why the college administration has delayed the pay fixation of the petitioner for such a long time when the petitioner has applied through a proper channel alongwith the necessary documents, the representative had no answer to give.

Decision notice:

7. The Commission recommended that the Ramjas College should now proceed without delay in settling the petitioner's dues, if any. The petitioner was advised to approach the Commission if delays/issues relating to the payment were to resurface.

Sd/-
(Syeda Imam)
Member

Sd/-
(Keki N. Daruwalla)
Member

Authenticated true copy. Additional copies of order shall be supplied on application.

Ms. Esther Kar
(Jt. Secretary)
27.01.2012