

**Minutes of the 23rd Meeting of the Executive Council
Himachal Pradesh National Law University, Shimla**

Held on

December 31, 2025

The 23rd Meeting of the Executive Council at HPNLU Shimla was held on December 31, 2025, at 11:00 a.m. in hybrid mode. The Meeting was presided over by Professor (Dr.) Priti Saxena, Vice-Chancellor, Himachal Pradesh National Law University, Shimla.

The following members were present:

1.	Prof. (Dr.) Priti Saxena, Vice-Chancellor, HPNLU, Shimla	Chairperson
2.	Prof. (Dr.) Faizan Mustafa	Member
3.	Sh. Ritesh Chauhan (Representative of Chief Secretary to the Government of Himachal Pradesh)	Member
4.	Sh. Rajeev Bali, LR-Cum Secretary (Law)	Member
5.	Prof. (Dr.) Vijender Kumar	Member
6.	Prof. (Dr.) Poonam Saxena	Member
7.	Prof. (Dr.) R. Venkata Rao	Member
8.	Prof. (Dr.) G.B. Reddy	Member
9.	Prof. (Dr.) Girjesh Shukla	Member
10.	Dr. Chandreshwari Minhas	Member
11.	Prof. (Dr.) Alok Kumar (Registrar)	<i>Ex-Officio</i> Secretary

The following members could not attend the meeting:

1. Secretary (Finance) Government of Himachal Pradesh.
2. Secretary (Higher Education), Government of Himachal Pradesh.
3. Secretary (Home), Government of Himachal Pradesh.
4. Chairman, Bar Council of Himachal Pradesh.

At the outset the Chairperson welcomed all the Esteemed Members of the Executive Council. The Chairperson asked Registrar, HPNLU, *Ex-officio* Secretary to present the agenda items before the Executive Council.

PROCEEDINGS OF THE MEETINGS

Item No. 23.1: - To consider the Action Taken Report of the 22nd Meeting of the Executive Council held on 10th March 2025.

With the permission of the Vice-Chancellor, the Registrar placed the Action Taken Report, along with the minutes of the 22nd Meeting of the Executive Council, which was held on 10th March 2025. Professor Vijender Kumar opined that the agenda item should have mentioned the word 'minutes' of the 22nd meeting also, as the same is required to be confirmed here.

The Vice Chancellor informed the esteemed members that the minutes of the 22nd meeting are already enclosed as Annexure-I and no comments/objections have been received from esteemed members on those minutes, hence the Minutes of 22nd Meeting of Executive Council may be taken

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on record for confirmation purposes. After thorough deliberation, the members unanimously confirmed the Minutes of the 22nd meeting and approved the Action Taken Report.

Resolution: - The minutes of the 22nd Executive Council meeting were unanimously confirmed along with the approval of Action Taken Report.

Item No. 23.2: - To consider the Minutes of the 18th Meeting of the Finance Committee held on 07th November 2025.

The Registrar placed the agenda item before the Executive Council for consideration of the recommendations of the 18th Meeting of the Finance Committee, held on November 7, 2025. After thorough deliberation on each item, the recommendations of the 18th Finance Committee were approved.

Resolution: - The Executive Council unanimously resolved to approve the recommendations of the 18th Meeting of the Finance Committee held on 07th November 2025.

Item No. 23.3: - To consider the Minutes of the 20th Meeting of the Academic Council held on December 29, 2025.

The Registrar presented the agenda item to the Executive Council for consideration of the recommendations/resolutions of the Academic Council, as outlined in its 20th Meeting held on December 29, 2025.

The Executive Council deliberated upon the agenda item. Professor Faizan Mustafa suggested that the Executive Council cannot confirm the minutes of a committee of which they were not participants or attendees, except for specific agenda items that the Academic Council has recommended. The other members agreed with this opinion and suggested that the agenda note be revised accordingly, or the same be considered as an additional agenda item.

Professor Poonam Saxena suggested that, having reached a unanimous opinion on the re-wording of the agenda item, the Committee can now consider the recommendations of the Academic Council, which are required to be considered by the Executive Council as per the Himachal Pradesh National Law University Act, 2016.

On this, the Vice Chancellor placed the recommendations of the Academic Council, *vide* agenda item No. 20.3, whereby the Academic Council has approved the Himachal Pradesh National Law University Shimla, Academic and Examination Regulations 2025. After thorough deliberation on the agenda item no. 20.3, i.e., the Himachal Pradesh National Law University Shimla, Academic and Examination Regulations 2025, it was unanimously approved. All other items of the 20th Academic Council Minutes were taken as reported items and noted accordingly.

Resolution: - It was unanimously resolved to approve the Himachal Pradesh National Law University, Shimla, Academic and Examination Regulations 2025, as recommended by the Academic Council. All other items of the Academic Council are approved as reporting items.

Item No. 23.4: - Placing of the appointment of the Chartered Accountant Firm for the Audit of the University's Books and Accounts for the FY 2024-25, approved by the Executive Council vide circulation.

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The Registrar placed the agenda item before the Executive Council regarding placing of the appointment of the Chartered Accountant Firm for the Audit of the University's Books and Accounts for the FY 2024-25, approved by the Executive Council vide circulation.

Resolution: - The Executive Council unanimously resolved to approve the appointment of a Chartered Accountant Firm for the Audit of the University's Books and Accounts for the FY 2024-25 and further authorised the Vice-Chancellor to select the audit firm through an established procedure, i.e., an open tender for the appointment of the Audit firm for the University from FY 2025-26 onwards. After each such appointment, the matter shall be placed before the Executive Council for *ex-post facto* approval.

Item No. 23.5: - To Consider and Approve the Annual Report of the University for the Academic Sessions 2022-23, 2023-24 and 2024-25.

The Registrar placed the agenda item before the Executive Council to consider the University's Annual Report for the Academic Sessions 2022-23, 2023-24, and 2024-25. The Vice-Chancellor informed the esteemed members that the Annual Reports for 2022-2023 and 2023-2024 had not been prepared and the same are to be placed before Governing Council therefore the previous annual report(s) were prepared.

After deliberation, the Executive Council recommended the Annual Report for the mentioned academic sessions to the Governing Council. Additionally, the Council authorized the Vice-Chancellor to make any necessary changes, additions, or deletions before presenting the report to the Governing Council.

Resolution: - The Executive Council unanimously recommended placing the annual report for the Academic Sessions 2022-23, 2023-24, and 2024-25 before the Governing Council for approval and authorised the Vice-Chancellor to make any changes, additions, or deletions before presenting it to the Governing Council.

Item No. 23.6: - To consider a proposal for amendments in the Himachal Pradesh National Law University Act, 2016, for placing the same before the appropriate bodies.

The Registrar placed the agenda item before the Executive Council regarding amendments to the Himachal Pradesh National Law University Act, 2016. After thorough deliberation, the Executive Council concluded that there is no need for such amendments to the Act at this stage as the objective behind proposing these amendments can be otherwise achieved by having provisions under the different regulations of the University. The Vice-Chancellor propose to withdraw the agenda item accordingly and the same was agreed by all the members of the Council.

Resolution: - The Executive Council unanimously resolved in favour of the withdrawal of the agenda item from further consideration.

Item No. 23.7: - To consider the Amendments in HPNLU Shimla Executive & Service Regulations, 2020.

The Registrar placed the agenda item before the Executive Council regarding Amendments in HPNLU Shimla Executive & Service Regulations, 2020. He apprised the esteemed members that such amendments are required for smooth administration.

After thorough deliberation on the agenda item, the members approved the proposed amendments with certain modifications.

Resolution: - The Executive Council unanimously approved the following provisions in the HPNLU, Executive & Service Regulations, 2020:

In Chapter 5, Part-I, Rule 5.5.1 , After 5.5.1(v) Inserted- (vi) The eligibility criteria for the appointment of Research Associate shall be same as prescribed for Assistant Professor.

In Chapter 6, Part-I, Rule 6.1 After 6.1(b) inserted- (c) For Research Associate: The Selection Committee for the post of Research Associate in the University shall consist of the following:

- (i) Vice Chancellor or his/her nominee as Chairperson;
- (ii) One external expert in the concerned subject nominated by the Vice Chancellor;
- (iii) Two professors of the University nominated by Vice Chancellor;
- (iv) Dean Academic Affairs

The note attached to Appendix II after Table II regarding selection procedure and criteria appointments to TA and RA shall be deleted.

Rule 17.4 of Chapter 17 Part I relating to pension, retirement etc. to be omitted.

The Rule 17.4 is placed in Part I of the Regulations, though the Rule has its applicability on all the employees.

Inserted in Chapter 3, Part-III after Rule 3.6

In Chapter 3, Part III, Rule 3.7: Pension & other Retirement benefits:

All regular employees of the university shall be entitled to pensionary benefits including gratuity and leave encashment as applicable in Himachal Pradesh and adopted by the University from time to time.

Inserted in Chapter 4, Part-II, following table with the existing table.

Sl. No.	Group	Name of the Post	Post to which promoted	Years and the Post in which Experience (regular) required	Previous performance review	Promotion Procedure subject to the all other provisions of these Regulations and in particular Rule 2.2 of this Part
1	A	Assistant Registrar	Deputy Registrar	Total Seven Years Experience (Minimum Five Years as Assistant Registrar)	Good Performance Record for at least previous 4 years	On the recommendation of Promotion Committee constituted by Vice Chancellor

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2	A	Section Officer/Private Secretary/OSD	Assistant Registrar	Total Five Years Experience (Minimum three years as Section Officer)	Good Performance Record for at least previous 3 years	On the recommendation of Promotion Committee constituted by Registrar with the approval of Vice Chancellor
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The sr. no. to be changed accordingly.

In Chapter 4, Part II, Probation, Promotion and Retirement

Rule 4.4 Age Limit: The minimum age of appointment to a post under this Chapter shall be 18 years subject to the maximum age limit of 45 years.

Inserted proviso

Provided that and subject to the age of superannuation, the maximum age limit shall not be applicable for Group 'A' employees.

In Part II Chapter 5

'Rule 5.2 Annual Increment' omitted.

'Rule 5.3 TA/DA and Other Benefits' omitted.

'Rule 5.4 Medical Benefit' omitted.

In Part II, Chapter 7, Rule 7.2: Duty Leave: Duty Leave may be granted for official work for which due permission has been obtained from the Registrar.

In Part-II, Chapter 7, Rule 7.3 Earned Leave for Regular Employees, between 7.3 (ii) and Note: inserted

(iii) Earned Leave at the credit of an employee shall not accumulate beyond Three Hundred days.

(iv) The maximum period of Earned Leave that may be sanctioned at a time shall not exceed Sixty days. Earned Leave Exceeding Sixty days may, however, be sanctioned by competent authority.

(v) For removal of doubt, it is clarified that vacations/holidays falling either before or after the earned leave shall not be counted as earned leave. Provided that the period of vacations/holidays falling within the period of earned leave shall be counted as earned leave.

In Part-II, Chapter 7, after Rule 7.10 inserted Rule 7.11: Authorities Empowered to Sanction the Leave:

Sr. No	Type of Leave	Sanctioning Authority	Extent of Power
1.	Casual Leave	Registrar	Full
2.	Duty Leave	Registrar	Full
3.	Earned Leave	Registrar	up to 30 days at a time and not beyond 60 days in a Calendar year
		Vice Chancellor	Beyond 60 days
4.	Half-Pay Leave	Registrar	Full
5.	Extra Ordinary Leave	Vice Chancellor	Full

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6.	Maternity Leave	Registrar	With the Approval of the Vice Chancellor
7.	Paternity Leave	Registrar	
8	Leave Admissible for Contractual Employees	Registrar	Full

In Part-III, Chapter 2, inserted proviso to Rule 2.1 (iv)

“provided that in case of Dean Academic Affairs, the Reporting, Reviewing and Accepting Authority shall be the Vice-Chancellor”

In Part III, Chapter 2, Rule 2.5 APAR- in prescribed forms for Class ‘B’, ‘C’ and ‘D’ in following table inserted with Note in Part IV Appendix VII

Grading A = 4 Cdt., B=3 Cdt. C=2 Cdt., D=1 Cdt. & E=0 Cdt.					Overall Grade				
A (4.0)	B (3.0)	C (2.0)	D (1.0)	Below Average	≥ 3.5 = A	2.5– 3.49 = B	1.5– 2.49 = C	0.5– 1.49 = D	< 0.5 = E

Note: Reporting Officer for evaluating the APAR’s of non-teaching staff must be an officer who has worked for more than 3 months as an officer for the employee.

In Part-III, Chapter 3, substituted Rule 3.4

Rule 3.4 Medical Benefits: *An employee of the University shall be entitled to such medical benefits, reimbursement, benefits of health service as prescribed by the University from time to time.*

In Part-III, Chapter 3, inserted

Rule 3.5 Annual Increments: *An employee shall be entitled to Annual Increments as per applicable rules.*

In Part-III, Chapter 3, inserted

Rule 3.6 T.A./D.A. and other Benefits: *Except as prescribed in Rule 3.4, an employee shall be entitled to Dearness Allowances and other benefits including House Rent Allowances (HRA) etc. as prescribed by the government of Himachal Pradesh from time to time. Further the Travelling Allowances shall be admissible as notified by the University from time to time.*

Item No. 23.8: - To Consider Applying the UGC Leave Rules for Teaching Staff.

The Registrar placed the agenda item before the Executive Council for consideration regarding the adoption of the UGC Leave Rules for the University's teaching staff.

He apprised the members that the University is already extending all other service benefits to the teaching staff in accordance with UGC Regulations. In view of this, it was proposed that the UGC Leave Rules be adopted and made applicable to the University's teaching staff to ensure uniformity with UGC norms. In this regard, the revised Chapter 8 of Himachal Pradesh National Law University Executive and Service Regulations, 2020, Part I was placed.

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Further, the Vice Chancellor apprised the Members about the existing Rule 7.4 in the Chapter 7 Part II of the HPNLU Executive and Service Regulations, 2020 which provides that:

“Rule 7.4 Half-Pay Leave

(i) Half Pay Leave admissible to a permanent non-teaching staff shall be the same as applicable to a permanent teaching staff.”

She suggested that in view of the new chapter on leave for teachers, the same should apply to non-teaching staff as far as Half-Pay Leave and Commuted Leave is concerned. The members of the Executive Council agreed and suggested the deletion of the remaining clauses (ii), (iii), and (iv) of Rule 7.4.

Resolution: The Executive Council unanimously approved the adoption of the UGC Leave Rules for Teaching Staff, as proposed in Chapter 8 of the Himachal Pradesh National Law University Executive and Service Regulations, 2020, Part I. Further, Rule 7.4 of Chapter 7, Part II shall read as follows:

“Rule 7.4 Half-Pay Leave

- (i) Half Pay Leave admissible to a permanent non-teaching staff shall be the same as applicable to a permanent teaching staff.
- (ii) *Omitted.*
- (iii) *Omitted.*
- (iv) *Omitted.*”

Item No. 23.9: - To consider the Deputation Policy for the University employee.

The Registrar placed the agenda item before the Executive Council and stated that the University has entered its 10th year of establishment. Many of its employees are receiving opportunities at other universities/institutions. Considering their welfare and future prospects, the Deputation Policy is prepared. After thorough deliberations on the agenda item, the Executive Council unanimously suggested that the deputation policy should have some flexibility.

Resolution: - The Executive Council unanimously approved the deputation policy with the following clause (7) at the end of the policy:

“7. Notwithstanding anything contained in this policy, the Vice-Chancellor may relax any of the terms and conditions prescribed in the policy in favour of any of its employees”.

Item No. 23.10: -To consider the HPNLU Arbitration Tribunal (Composition, Powers and Functions), Regulations, 2025.

The Registrar placed the agenda item before the Executive Council and stated that, in accordance with the Himachal Pradesh National Law University Act, 2016, Section 34(2). He apprised the members that the HPNLU Arbitration Tribunal (Composition, Powers and Functions), Regulations, 2025, have been prepared accordingly and are placed for consideration.

The members of the Committee, while deliberating on the agenda item, suggested that such a regulation is not desirable at this stage. The members opined that disputes among employees should be resolved by utilising existing provisions, such as deliberation before the Governing Bodies of the University,

including the Samadhan Committee, and that no separate institution, such as an Arbitration Tribunal, would be required. The Registrar thus requested that the agenda item be withdrawn from further consideration.

Resolution: - The Executive Council unanimously resolved in favour of the withdrawal of the agenda item.

Item No. 23.11: - To consider the creation of two additional posts of Assistant Registrar.

The Registrar placed the agenda item before the Executive Council and stated that presently, faculty members have been given additional charge to perform administrative duties. This is causing severe hindrance in their research activities and other academic progress.

In view of the above, it is required to create two additional positions of Assistant Registrar under Section 18(2)(i) of the Himachal Pradesh National Law University Act, 2016.

Resolution: - The Executive Council unanimously resolved to create two additional posts of Assistant Registrar in accordance with the applicable reservation roster.

Item No. 23.12: - To consider the constitution of the Selection Committee for the appointment of Registrar under Section 18(2)(a) of the Himachal Pradesh National Law University Act, 2016.

The Registrar placed the agenda item and stated that the First Registrar of the Himachal Pradesh National Law University, Shimla, was appointed by the Hon'ble Chancellor under Section 36 of the Himachal Pradesh National Law University Act, 2016.

The provision for constituting a selection committee for the appointment of a Regular Registrar is prescribed under Section 18(2), read with Section 32 of the Himachal Pradesh National Law University Act, 2016. The said section 18(2)(a) reads as under:

“The Executive Council shall have the following powers and functions, namely:— (a) to recommend the names of three persons to the Chancellor for appointment as Registrar of the University on the recommendations of the selection committee constituted for that purpose by it and headed by the Vice-Chancellor;”

Further section 32(1) reads as under:

“The Registrar shall be an academic person in law not below the rank of a Professor shall be appointed by Chancellor on the recommendations of the Selection Committee constituted by the Executive Council and headed by the Vice-Chancellor in accordance with the provisions of the statutes and regulations.”

In view of the above, it was proposed to approve the following composition of the selection committee for the selection of a regular Registrar:

1. Vice Chancellor – Chairperson
2. One member nominated by the Chancellor
3. One Member of the Executive Council
4. Two External Experts, of whom one shall be a Vice Chancellor of any University, and the other a Registrar of any University;

And authorise the Vice Chancellor to nominate the members of the Selection Committee.

Professor Faizan Mustafa suggested that the above composition should not include 'Registrar of any University' as a member of the selection committee, as the selection is itself for the post of Registrar. It is advisable to have a person with the designation of 'Professor of Law'. The same was agreed by all other members.

Resolution: - The Executive Council unanimously resolved to approve the following Selection Committee composition for the post of Registrar:

1. Vice Chancellor – Chairperson
2. One member nominated by the Chancellor
3. One Member of the Executive Council
4. Two External Experts, of whom one shall be a Vice Chancellor of any University, and the other a Professor of any University

Further, except as otherwise required, the Vice-Chancellor is authorised to select the members of the above Selection Committee.

Item No. 23.13: -To consider the nomination of one member to the Selection Committee of the Assistant Registrar.

The Registrar placed the agenda item and stated that the University has advertised the position of Assistant Registrar who falls in Group 'A' officers. As per Rule 2 of Chapter 2, Part II, of the University HPNLU Executive and Service Regulations, 2020, one member of the selection Committee of Group 'A' Officers shall be a member of the Executive Council. He also proposed to authorise the Vice Chancellor to nominate one member of the Executive Council to the said selection committee.

Resolution: - The Executive Council unanimously authorised the Vice-Chancellor to nominate a member of the Executive Council to the Selection Committee of Group 'A' Officers.

Item No. 23.14 To consider the Recommendation of the Finance Committee pertaining to the Payment of Fuel Charges from Himchanshal Petrol Pump.

The Registrar placed the agenda item and stated that as per records, the University vehicles were being refueled at Shiv Filling station located at Galog, which is approximately 5KM away from the University Campus. A proposal was made to change the vendor of our existing supplier (petrol/diesel) from Shiv Filling Station (Galog) to Himchanshal Petrol Pump, which is approximately ½ km from the University Campus. The said proposal was not approved by the then Hon'ble Authority. However, in between, the fuel was filled in the university vehicles in the month of December 2023 and January 2024 on procurement of the bills received from the concerned vendor.

He apprised the Council that at the 17th meeting of the Finance Committee, it was resolved to constitute an Inquiry Committee to investigate the matter and assign responsibility to the relevant parties. The Inquiry Committee was further authorised to submit recommendations regarding the payment of fuel bills. As per the resolution, an Inquiry Committee was constituted, which submitted its recommendations, and these were placed before the Finance Committee in its 18th meeting in a sealed envelope. The content of the recommendation was read over during the meeting. The Inquiry Committee minutes revealed that, although University vehicles were refueled at Himchanshal Petrol Pump without requisite authorization, no bills were placed in this regard from any other petrol pump during that period, except the said petrol pump. The Inquiry Committee thus concluded that there has been no *prima facie* case of financial mismanagement.

After thorough deliberation and based on the recommendation of the Inquiry Committee, the Finance Committee resolved that part payment (80% of the total bills) be made immediately, with the remaining payment to be made upon approval by the Executive Council. The Executive Council is informed that 80% of the payment has already been made to the vendor.

After a careful review of the records, the Executive Council approved the Finance Committee's recommendation.

Resolution: The Executive Council unanimously resolved to approve the Finance Committee's resolution and permitted the release of the remaining 20% of the fuel charges.

Item No. 23.15 To consider authorizing the Vice Chancellor to approve the panel of lawyers for representing the University at different Courts / Tribunals / Commissions.

The Registrar placed the agenda item and stated that, at present, there is no lawyer or panel of lawyers approved for handling the litigation(s) at different judicial *fora*, except for the High Court of Himachal Pradesh. Furthermore, to handle the litigations pending before the High Court of Himachal Pradesh, the University has retained two lawyers.

In this regard, he proposed authorising the Vice Chancellor to approve the panel of lawyers to represent the University in different courts/tribunals/commissions as and when required.

Resolution:- After thorough deliberation, the Executive Council authorized the Vice-Chancellor to approve the panel of lawyers for representing the University at different Courts / Tribunals / Commissions etc.

Item No. 23.16: To consider a Representation received from Mr. Dinesh Kumar (Junior Assistant)

The Registrar placed the agenda item and apprised the members that Mr. Dinesh Kumar was appointed as Junior Assistant on 20th March, 2022. During verification of his character and antecedent, information were received from District Magistrate Solan about pendency of a criminal case (two FIRs No. 05/20 dated 19.01.2020 u/s 147, 149, 323, 504, 506 IPS PS Arki, and other one Case FIR No. 50/20 dated 17.07.2020 U/S 341, 504, IPC PS Arki). Based on pendency of criminal case, the Confirmation Committee has not confirmed his services and his probation was extended for one year. Later on, the matter was placed before the Executive Council in 22nd meeting vide Agenda No 22.11. The Executive Council resolved that his services should not be confirmed until disposal of those pending criminal cases and accordingly, vide letter No. 4-30/22-HPNLU (Estt.)-296 dated 22nd March, 2025, his probation period was further extended till the final outcome of the criminal cases pending.

He further apprised the members that another representation has been received from Mr. Dinesh Kumar, Junior Assistant requesting that it be placed before the Executive Council for reconsideration of his confirmation.

Professor Vijender Kumar opined that the resolution adopted during the 22nd meeting of the Executive Council dated March, 10 2025 requires no reconsideration. There has been no change in the facts and his services can be confirmed only after his being discharge/acquittal from the pending criminal cases.

Resolution: - The Executive Council unanimously resolved that there is no need to reconsider the decision of the Executive Council pertaining to Mr Dinesh Kumar, Junior Assistant and his representation is accordingly disposed of.

Item No. 23.17: Representation of Junior Assistant & Junior Scale Stenographer for consideration of promotion from the date of eligibility.

The Registrar placed the agenda item and stated that three clerks, namely Mr Rajeev Kumar, Mr Lalit Kumar Verma, and Mr Rahul Verma, were promoted to the position of Junior Assistants, and one, Mr Tarun Sharma, was promoted to the position of Junior Scale Stenographer, vide Office Order dated 30.08.2025, through the Departmental Promotion Examinations conducted on 29.08.2025. These employees were accordingly promoted on August 30, 2025, and were also given the benefit of one notional increment as per the service rules.

The aforementioned employees have now submitted separate representations to the University, claiming their promotion from the date of eligibility.

In this regard, the esteemed members were apprised that these employees were appointed on a contractual basis. In compliance with the decision of the 14th Executive Council, their services as contractual employees were counted for promotion purposes, and these employees appeared in the examination for departmental promotion, i.e. February 14, 2023. However, these employees failed to clear the said departmental examination. These employees are now requesting for promotion from the date of their first eligibility.

The Executive Council, after thorough deliberation on the agenda item, pointed out that in those cases of promotion, where the qualification of the employee is tested through examination and skill test, the date of promotion shall always be the date of the declaration/notification of the result of the said examination and not from the date of eligibility.

Resolution: - The Executive Council unanimously resolved that where the eligibility/qualification of an employee is tested through an examination and a skill test, the date of promotion shall always be the date of declaration/notification of the result of the said examination, and not from the date of eligibility. Accordingly, the representation(s) are disposed of.

Item No. 23.18: To Consider Proposal for Grant of Annual Increment to Employees of Himachal Pradesh National Law University, Shimla due in November 2024 (As per Rules).

The Registrar placed the agenda item and informed the members that, according to the records, the confirmation of the following employees had been extended due to a lack of vacant positions, procedural lapses, and pending increments.

At the 22nd Meeting of the Executive Council, the new reservation roster was approved, in which these employees were placed against the appropriate posts within the same group.

These employees are now eligible for an annual increment, as per the Himachal Pradesh National Law University Executive and Service Regulations, 2020, effective from November 2024.

The proposal for the grant of the Annual Increment has been prepared as per Rules:

Sr. No	Name & Designation of Employee	Present Pay (2024)	Date of Annual Increment (2024)	Pay after grant of Annual Increment	D.N. I
		Basic Pay (Rs.)		Basic Pay (Rs.)	
1	Mr. Lalit Kumar, Driver-cum-Office Attendant (Light)	21,900/- (At Level-5, Cell-2)	01.11.2024	22,600 (At Level-5, Cell-3)	01.11.2025

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2	Mr. Thakur Dass, Driver-cum-Office Attendant (Heavy)	26,400/- (At Level-6, Cell-2)	01.11.202 4	27,000/- (At Level-6, Cell-3)	01.11.2025
3	Mr. Kamal Chand (Peon)	18,500/- (At Level-1, Cell-2)	01.11.202 4	19,100/- (At Level-1, Cell-3)	01.11.2025
4	Mr. Vinod Sharma (Security Guard)	18,500/- (At Level-1, Cell-2)	01.11.202 4	19,100/- (At Level-1, Cell-3)	01.11.2025
5	Mr. Gian Chand (Mali)	18,500/- (At Level-1, Cell-2)	01.11.202 4	19,100/- (At Level-1, Cell-3)	01.11.2025
6	Mr. Naresh Kumar (Mali)	18,500/- (At Level-1, Cell-2)	01.11.202 4	19,100/- (At Level-1, Cell-3)	01.11.2025
7	Mr. Ashwani Kumar (Security Guard)	18,500 (At Level-1, Cell-2)	01.11.202 4	19,100/- (At Level-1, Cell-3)	01.11.2025
8	Mr. Meharchand, Sweeper	18,500/- (At Level-1, Cell-2)	01.11.202 4	19,100/- (At Level-1, Cell-3)	01.11.2025
9	Ms Rama Devi, Attendant for Girls Hostel	18,500 (At Level-1, Cell-2)	01.11.202 4	19,100/- (At Level-1, Cell-3)	01.11.2025

* The designation mentioned against the employees at Sr. No. 4-7 are the ones that had been approved by the EC in its 22nd Meeting held on March 10, 2025.

Resolution: - The Executive Council unanimously approved the agenda item.

Item No. 23.19: To Consider the Rectification of Pay Fixation of Mr Munish Kumar, Clerk, HPNLU, Shimla.

The Registrar placed the agenda item and informed the members that Mr Munish Kumar was appointed to the cadre of Clerks and joined in September 2022. Before joining this University, he worked as a Junior Office Assistant (JOIT), in the School Education Board, Dharmshala. After his selection, he made a representation for his pay protection. The matter was placed before the 18th Executive Council. His pay was protected, and his basic pay was revised from Rs. 20,200/- to Rs. 31,200/- w.e.f. the date of his joining.

He further informed the members that while giving pay protection the Minutes of the 18th Executive Council states that "Mr. Munish Kumar requested for pay protection which was drawn by him prior to his appointment to the post of clerk in HPNLU, Shimla". Thus, what is rightfully protected is the 'last pay drawn' and not the scale of JOIT. However, inadvertently, his pay was fixed as if he was appointed as JOIT i.e. GP 1950/ (the applicable GP of JOIT), whereas the GP of Clerks is Rs. 1900/.

Later on, by order of the competent authority, his pay scale was revised, and he was put in the equivalent cell to the scale of a clerk (Level 3 Cell 15, i.e. 30500/), and he presently draws the said salary along with the increments (Level 3, Cell 18 i.e. 33,300/). The details of the above issue/matter are tabulated as under:

Status of Basic Scale of Mr. Munish Kumar, Clerk		
Date of Joining as Clerk	09.09.2022	
Pay on Joining as Clerk	Rs. 20,200/-	
	Existing	After Correction
Pay Protected by 18 th Executive Council on September 2023 w.e.f. date of joining as Clerk in HPNLU, Shimla i.e., 09.09.2022	Rs. 31,200/- (Level 4 Cell 15) (Wrongly Fixed) Rs. 30,500/- (Actual in the Cadre of Clerk and not Junior Office Assistant (IT))	Rs. 30,500/- (Actual)
Annual Increment Granted in September 2023	Rs. 32,100/- (Level 4 Cell 16) whereas it should have been Rs. 31,400/-	Rs. 31,400/- (Level 3 Cell 16) (Actual)
Annual Increment Granted on September 2024	Rs. 32,300/- (Level 3, Cell 17) (Pay revised as per the approval of the Vice Chancellor dated 30.9.2024)	Rs. 32,300/- (Level 3, Cell 17)
Next Annual Increment on September 2025		Rs. 33,300/- (Level 3, Cell 18)

The increment of Mr. Munish Kumar, Clerk may be given in accordance with Level 3 and the additional amount may accordingly be recovered. At the time of joining, his basic pay after protection should be Rs. 30,500/- in the cadre of Clerk and after the annual increment in September 2023, it should be rectified as Rs. 31,400/- not Rs. 32,100/-.

After thorough deliberation on the agenda item, it was approved unanimously.

Resolution: The Executive Council unanimously resolved to approve the agenda item as presented.

Item No. 23.20: REPORTING ITEM

The Registrar placed the Reporting Item(s).

1. Rectification of typographical errors in the University Roster (Teaching as well as Non-teaching) approved by the Executive Council vide 22nd Meeting held on March 10, 2025.

The Executive Council noted.

2. Dr Ruchi Sapahia, presently working as Associate Professor of Law, had filed a writ petition with respect to her promotion vide CWP No. 2190 of 2022. This said petition is pending before the Hon'ble High Court of Himachal Pradesh. Later on, based on a show cause issued by the University pertaining to her requisite years of experience to be appointed as Associate Professor, she filed

Alor

another writ petition vide CWP No. 4256 of 2023, and the court by its order dated 03.07.2023 issued stay order with effect that ‘..that any adverse order with respect to services of the petitioner, in reference to the issue involved in this writ, shall not be issued without leave of the court.’ In view of the fact that both the matters, i.e., her promotion as well as later related matters, are *sub judice* before the Hon’ble High Court, the matter is placed/reported herewith.

The Executive Council unanimously resolved to recommend the matter of Dr. Ruchi Sapahia to Hon’ble Chancellor for his final decision under section 8(6) of HPNLU Act 2016.

TABLE AGENDA: REPORTING ITEM:


Item No. TA 23.1

The Registrar placed the Reporting Item(s). The Screening-cum-Evaluation Committee for Career Advancement Scheme (CAS) for Assistant Professor from level 11 to 12 and Assistant Librarian from level 10 to 11, were constituted under Part I, Chapter 6 of the Himachal Pradesh National Law University Executive and Service Regulations, 2020. The Screening-cum-evaluation committees recommended promotions of-

1. Dr. Navditya Tanwar from Assistant Professor of Law Stage 2 (Academic level-11) to Assistant Professor Stage 3 (Academic Level-12)
2. Mr. Arun Kumar from Assistant Librarian from Stage 1 (Academic level-10) to Assistant Librarian Stage 2 (Academic Level-11)

The Executive Council noted both the reporting items of Table Agenda.

The meeting ended with an expression of gratitude to all the esteemed members.


Registrar
HPNLU, Shimla