



Government of India  
National Commission for Scheduled Tribes  
(A Constitutional Commission set up under Art. 338A  
of the Constitution of India)

Speed Post

SP

File No. PDB/1/2016/MDEF2/SEOTH/RU-IV

24.10.2016

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To,

The DCIDS (DOT),  
HQ: Integrated Defence Staff,  
Ministry of Defence,  
Room No. 23, Kashmir House,  
New Delhi - 110 011.

**Sub: Representation of Shri P.D. Bhandakkar Asst. Professor, Physics Deptt, National Defence Academy, K. Wasia, Pune (Maharashtra) regarding upgradation under CAS from Rs. 8000 to 9000.**

Sir,

I am directed to enclose a copy of the Proceeding of the Sitting held in the National Commission for Scheduled Tribes on 21.09.2016 on the above mentioned subject for necessary action and to send the action taken report to the Commission at an early date.

Yours faithfully,

(V.P. Shahi)  
Assistant Director

Copy to:-

Shri Pravin D. Bhandakkar,  
Assistant Professor,  
Physics Department,  
National Defence Academy,  
K'Wasla, Pune,  
Maharashtra.

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28/10/16

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ISSUED

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**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

**File No. PDB/1/2016/MDEF2/SEOTH/RU-IV**

**Proceedings of the Sitting taken by the Vice-Chairperson, NCST on 21.09.2016 at 40.00 p.m. in the matter of Shri P.D. Bhandakkar, Asst. Professor, Physics Department, National Defence Academy, K Wasala, Pune (Maharashtra) regarding upgradation under CAS from Rs. 8000 to 9000.**

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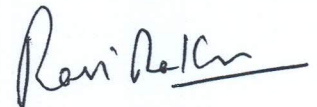
Date of sitting: 21.09.2016

List of the officers present: (Annex I)

A representation dated 10.02.2016 received from Shri Pravin D Bhandakkar, Assistant Professor, Physics Department, National Defence Academy, K'wasla, Pune regarding upgradation under CAS from Rs. 8000 to 9000. He has been appointed as lecturer (now designated as Assistant Professor), Group 'A' (Gazetted) on 16 Oct, 2000. He has been seeking clarifications since 8<sup>th</sup> October, 2013 regarding number of research publications required, for upgradation under CAS from Rs. 8000 to Rs. 9000/- (As per pro-rata Calculation and Academic Performance Indicator (API) score as per the Gazette of India dated September, 18, 2010).

2. Through RTI dated 24.04.2015 seeking information about the number of research publications required, the Commandant, NDA recommended that he was not required to submit research publication for his upgradation. The Commandant vide letter dated 29.12.2015 has strongly recommended his case for upgradation.

3. The National Defence Academy does not have any research atmosphere and it is not affiliated to any University (till October, 2014 due



रवि ठाकुर/RAVI THAKUR  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

date of his upgradation). Therefore making research papers mandatory is against law of justice.

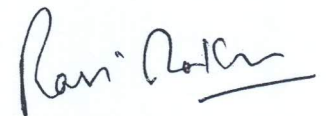
4. A notice was sent to the HQ, Integrated Defence Staff on 24.02.2016 and a reply was received. It has been intimated that he has not been considered eligible for promotion/financial upgradation from Stage III to Stage IV by the VIII Screening Committee held on 18.12.2015 as he did not possess one of the eligibility conditions, i.e. at least 3 publications in the entire period as Assistant Professor (12 years).

5. Along with him, Dr. Vanita Puri, Assistant Professor (Chemistry) was also not considered eligible for the promotion by the VIII Departmental Screening Committee as she also did not have any publication to her credit.

6. Shri P.D. Bhandakkar has stated that he should be given the upgradation because he has been intimated under RTI replies that pro-rata calculation does not require him to submit any publications for the upgradation. Accordingly, he has made out a case that he should be extended the benefit of CAS without insisting any publications.

7. It has been submitted by the officers of Ministry of Defence that vide UGC notification dated 30<sup>th</sup> June, 2010 publishing of papers has been made mandatory as the CAOs grow in service i.e. no publications are required from Stage I to II and II to III, but 3,5 and post Doctoral Research outputs which is of high standards are required for career Advancement Scheme from State III to IV, IV to V and V to VI.

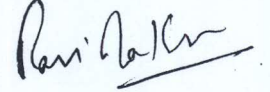
8. The UGC notification specifies that the eligibility conditions will be applicable for all candidates who become eligible for promotion under career Advancement Scheme on or after 31<sup>st</sup> December, 2003. Therefore, the date of effect of the UGC notification has to be gathered from the said notification itself and not from any executive order or RTI replies. Therefore, the provision of UGC notification as explained above will be applicable, RTI reply notwithstanding.



रवि ठाकुर/RAVINDRA THAKUR  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
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9. Since the present case of the applicant is different from other cases and the applicant has been inter-alia miscommunicated through a RTI reply not to publish any publication his case for promotion/upgradation should be considered as a special case and he should be given financial upgradation in consultation with UGC taking them into confidence the intricacies of the case and the same may be reported back to the Commission within 15 days from the date of receipt of the proceedings.



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**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

**Annexure-1**

**File No. PDB/1/2016/MDEF2/SEOTH/RU-IV**

**List of participants**

**NCST**

1. Shri Ravi Thakur, Hon'ble Vice Chairperson (In chair)
2. Mrs. K.D. Bhansor, Director
3. Ms. N. Singsit, Assistant Section Officer

**Officers of Ministry of Defene**

1. Shri C L Khaitan, PD (Pers), HQ, IDS
2. Shri Giridharan, DIR (Pers), HQ, IDS
3. Shri A.K. Singhal, DD (Pers), HQ, IDS

**Petitioner**

Shri Pravin Bhandakkar