

COEP Technological University Pune

(A Unitary Public University of Govt. of Maharashtra)

Wellesley Road, Shivajinagar, Pune-411005



COEP Technological University Pune

Minutes of Meeting

1st Meeting of Grievance Committee

Date- Friday, 6th March 2026 at 4.00 pm

<p>Item 1.1:</p> <p>Resolution GRC/1.1-</p>	<p>Introduction of Grievance Redressal Committee Members.</p> <p>Dr. D. N. Sonawane, Registrar and Member Secretary of the Grievance Redressal Committee (GRC), welcomed all the members present for the meeting and apprised them of the purpose of the meeting. He informed that the Grievance Redressal Committee of COEP Technological University has been constituted as per Section 48 of the COEP Technological University Act, 2022 for addressing the grievances of faculty, staff and students of the University.</p> <p>He further briefed the members about the role and responsibilities of the Committee and emphasized that the Committee serves as an important mechanism for resolving grievances that do not fall under the jurisdiction of the University Tribunal.</p> <p>During the opening remarks, the Chairman of the Grievance Redressal Committee, Hon'ble Judge Sumant Kolhe, congratulated COEP Technological University for constituting and operationalizing the Grievance Redressal Committee. He highlighted the importance of such a committee in ensuring fair and timely redressal of grievances of faculty, staff and students. He further suggested that meetings of the Grievance Redressal Committee should be conducted regularly, preferably once in every quarter, to ensure smooth functioning of the University and to maintain confidence among its stakeholders.</p> <p>The Grievance Redressal Committee NOTED the constitution of the Grievance Redressal Committee of COEP Technological University as per Section 48 of the COEP Technological University Act, 2022 and the introduction of its members. The Committee further noted the opening remarks and suggestions made by the Hon'ble Chairman regarding the importance of regular meetings of the Committee for effective grievance redressal of faculty, staff and students of the University.</p>
<p>Item 1.2:</p>	<p>Regarding consideration of arrears of 7th Pay Fixation for the period 1 January 2016 to 31 March 2019 in respect of faculty appointed on Board-created posts.</p> <p>The matter regarding payment of arrears of 7th Pay fixation for the period from 1st January 2016 to 31st March 2019 in respect of faculty appointed on Board-created posts was submitted before the Hon'ble Grievance Redressal Committee (GRC).</p> <p>The applicants, Mr. Vivek Mandake and other affected faculty submitted that the 7th Pay Fixation (Revised Scale) has been implemented for all Board-appointed regular faculty and non-teaching staff with effect from 1 April 2019, as approved by the Board of Governance (BOG). However, the arrears for the earlier period 1 January 2016 to 31 March 2019 remain unpaid.</p>

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	<p>During the course of deliberations, it was brought to the notice of the Committee that arrears have been disbursed to non-teaching staff appointed on Board-created posts, as there are no pending legal proceedings before any Court of Law in respect of such employees.</p> <p>It was further informed that, with a view to maintaining parity between two categories of faculty, namely (i) faculty appointed by the Board on Government sanctioned posts, and (ii) faculty appointed by the Board on Board-created posts, no decision was taken by the Board for disbursement of arrears, and accordingly, arrears have not been extended to either category of faculty.</p> <p>The Hon'ble Grievance Redressal Committee observed that since the implementation of the 7th Pay fixation was already approved by the Board of Governance, and the concerned faculty members were appointed on Board-created posts, the matter essentially falls within the administrative and financial jurisdiction of the University and the Board of Governance.</p> <p>The Committee therefore opined that the matter may be placed once again before the Board of Governance with complete details for reconsideration, particularly in view of the factual position, parity considerations, and absence of legal impediments in certain cases, to arrive at a reasoned, equitable, and legally sustainable decision at the University level in context with the payment of arrears for the said period.</p>
<p>Resolution FC/1.2-</p>	<p>The Grievance Redressal Committee RESOLVED to APPROVE that the implementation of the 7th Pay had already been approved by the then Board of Governance with effect from 1st April 2019. Therefore, the issue of arrears pertaining to the earlier period may be examined and resolved at the University level considering the implications of pending legal proceedings before Hon'ble SC in respect of such employees also it is advised maintaining parity between two categories of faculty appointed by Board of Governance.</p>
<p>Item 1.3:</p>	<p>Grievance submitted by Mr. Vivek C. Mandake, Assistant Professor, regarding denial of Sixth Pay arrears and delayed implementation of revised pay.</p> <p>The Grievance Redressal Committee considered the grievance submitted by Mr. Vivek C. Mandake, Assistant Professor, regarding the alleged denial of Sixth Pay arrears and delayed implementation of revised pay fixation.</p> <p>The applicant submitted that he joined the Institute on 19th July 2010 on an Institute-created post and that the Board of Governance approved his pay fixation under the Sixth Pay Commission with effect from 1st July 2011, instead of from the date of his joining. He further stated that arrears were sanctioned to other similarly placed faculty members, whereas he was denied the same.</p> <p>The Committee examined the documents and records placed before it, including correspondence issued by the then Director. It was noted that as per the Board of</p>

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	<p>Governance resolutions, implementation of the Sixth Pay Commission was linked to performance-based evaluation, with eligibility criteria of securing minimum 60 marks out of 100.</p> <p>The records indicate that the applicant initially secured 56.83 marks for the relevant assessment period and was therefore not eligible for implementation of Sixth Pay as on January 2011. Subsequently, upon re-evaluation of performance for an extended period, the applicant secured 62.7 marks, thereby meeting the eligibility criteria. Accordingly, as per the policy of implementation during January/July cycles, the Sixth Pay fixation was granted to him with effect from 1st July 2011, being the immediate subsequent eligible period.</p> <p>The Committee further noted that the applicant, upon issuance of the pay fixation order, accepted the same and did not raise any formal objection or challenge at that time. It was also observed that no substantial written representation or formal communication expressing disagreement with the said decision was submitted to the authorities contemporaneously, and that follow-ups were initiated only at a later stage.</p> <p>During the deliberations, the Committee observed that as per the terms and conditions of appointment, the existing service rules of the Institute/University are applicable. However, it was also noted that no specific or separate service rules or codified provisions exist exclusively governing faculty appointed on Board-created posts, leading to certain ambiguities in interpretation.</p> <p>After detailed deliberations, the Committee was of the opinion that additional documentary evidence and supporting records would be required by the applicant to substantiate his claim and to enable a comprehensive examination of the matter.</p>
<p>Resolution FC/10.3-</p>	<p>The Grievance Redressal Committee RESOLVED that the applicant, Mr. Vivek C. Mandake, be requested to submit additional documentary evidence and relevant supporting records to substantiate his claim regarding denial of Sixth Pay arrears.</p> <p>The Committee further resolved that upon receipt of the required documents, the matter shall be placed before the Grievance Committee for further discussion and consideration in the next meeting.</p>

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

Member Secretary

(Signature)
15.4.26

Chairman

(Signature)

