



PATNA UNIVERSITY

GENERAL CONDITIONS OF SERVICE

(Approved by the Chancellor on 20/09/1980 vide letter no. BSU 36/80-5270

GS (1) dated 18/11/1980.)

1. These Statutes may be called Service Statutes of the University and they shall apply to all such persons as are in the service of the University.

2. Unless there is anything repugnant to the subject or context, the terms used in these Statutes, shall have the meaning as set forth below :

(i) "Average Pay" means the average monthly pay earned during the twelve complete months immediately preceding the month in which the event occurs which necessitates the calculation of average pay. If no pay was earned during a portion of the aforesaid twelve months, such portion shall be excluded from the calculation and the average pay shall be determined by the pay earned during the remaining portion.

Note.—The expression "the twelve complete months immediately preceding" used in this definition should be interpreted liberally. Thus any period or periods, during which a University servant may have been on leave, or on leaving time, should be included, if no "pay" is drawn during such period or periods. But the emoluments drawn during vacations by a University Servant of a vacation department should be treated as pay drawn on duty, and should be taken into account in calculating the average pay.

(ii) "Foreign Service" means a service in which a University servant receives his substantive pay with the sanction of the Syndicate from any other employer ;

(iii) "Holiday" means a holiday prescribed or certified by the Syndicate of the University and in relation to any particular office, department, institute or college a day or days on which it is ordered by the Vice-Chancellor to be closed ;

(iv) "Interior Service" means any kind of service which may be specially classed as such by the Syndicate from time to time, and the maximum pay of which does not ordinarily exceed Rs. 2000 a month.

- (v) "Leave Salary" means the monthly amount paid by the University to a University servant on leave;
- (vi) "Lien" means the title of a University servant to hold substantively, either immediately or on the termination of a period or periods of absence, a permanent post, including a tenure post, to which he has been appointed substantively;
- (vii) "Month" means a Calendar month. In calculating a period expressed in terms of month and days, complete calendar month, or months, irrespective of the number of days in each should first be calculated and odd number of days calculated subsequently ;
- (viii) "Officiate"—A University Servant officiates in a post when he performs the duties of a post on which another University servant holds a lien. A University servant may, however, be appointed to officiate in a vacant post on which no other person holds a lien, by the authority competent to make a substantive appointment on the vacant post;
- (ix) "Pay" means the amount drawn monthly by a University servant as:
 (a) the pay to which he is entitled by reason of his position in a grade of pay,
 (b) special pay and personal pay;
 (c) any other recurring emoluments which may be specifically classed as pay by the Statutes ;
- (x) "Permanent post" means a post carrying a definite rate of pay and sanctioned without limit of time;
- (xi) "Personal pay" means pay granted to a University servant :
 (a) to save him from a loss of substantive pay in respect of a permanent post other than a tenure post due to any reduction of such substantive pay otherwise than as a disciplinary measure; or
 (b) in exceptional circumstances on other personal considerations;
- (xii) "Probationer" means a University servant employed on probation in or against a substantive vacancy in a particular cadre.
Note.—The term does not include a University servant who holds a permanent post substantively and is merely appointed on probation to another post;
- (xiii) "Special Pay" means an addition to the emoluments of a post or to the pay of a University servant, granted in consideration of:
 (a) the specially arduous nature of the duties; or
 (b) a specific addition to the work or responsibility; or
 (c) the unhealthiness of the locality in which the work is performed;
- (xiv) "Substantive Pay" means the pay other than special pay, personal pay, or emoluments classed as pay to which a University servant is entitled on account of a post to which he has been appointed substantively or by reason of his substantive position in a grade of pay;
- (xv) "Superior service" means any kind of service which is not specifically classed as "inferior service".

such a servant in respect of or connected with the subject of his research under the University, or utilise for any personal gain or profit, or alienate his rights, if any, relating to such invention, save with the permission of the Syndicate, and only on such terms and conditions as the Syndicate may impose. If a question arises whether the invention is connected with the subject of the University servant's research under the University, the decision of the Syndicate shall be final.

- (7) Any University servant is eligible to receive without special permission—
- the premium or reward awarded for an essay or plan or scheme in a public competition, or for any invention or publication unconnected with his work under the University;
 - any remuneration or fee payable under the laws of the University for work done for any other University or an examining Body by an act of legislature;
 - any remuneration, admissible and sanctioned by any court or officer, for giving evidence or for acting as a commission on technical matters.

(8) A whole-time University servant may be employed in any manner required by the competent authority without claim for additional remuneration.

N.B.—These statutes shall come into force with effect from the 5th August, 1979.

2. ¹STATUTES FOR THE GRANT OF RETIREMENT BENEFITS TO EMPLOYEES OF THE BIHAR/RANCHI/BHAGALPUR/MAGADH/L.N.MITHILA/K.S.D.SANSKRIT UNIVERSITY.

(Approved by the Chancellor vide letter no. BSU/52/80-5285 G.S. (I) dated 18.11.1980 as amended by letter No. BSU/52/80/2158 GS (I) dated 25.11.1982)

1. The Statutes hereby constitute the following alternative schemes:—
- General Provident Fund-cum-Pension-cum-Gratuity Scheme (given in Appendix-A).
 - Contributory Provident Fund-cum-Gratuity scheme in which employer's contribution to Provident Fund shall be limited to 8% of pay of the employee (given in Appendix-B).
 - Contributory Provident Fund only, in which the employer's contribution shall be 10% of pay of the employee.

These statutes shall come into force with effect from 1.4.1972.

2. Definition.—In these Statutes, unless there is anything repugnant to the subject or context—

²(a) 'University' means the University of Bihar/Ranchi/Bhagalpur/Magadh/L.N.Mithila and K.S.D.Sanskrit.

(b) 'Emoluments' means the emoluments which the employee was receiving.

1. In force from 14th November, 1980.

2. For Patna University means Patna University only.