

Minutes of the 53rd meeting of the Council of IITs held on Friday, the 27th September, 2019 at IIT Delhi

The 53rd Meeting of the Council of the Indian Institutes of Technology (IITs) was held on Friday, the 27th September, 2019 (11:00 am) under the Chairpersonship of Shri Ramesh Pokhriyal 'Nishank' Minister of Human Resource Development in the Senate Room of IIT Delhi. The list of participants is at **Annexure-I**.

Shri R. Subrahmanyam, Secretary, Department of Higher Education and Dr. S.S. Sandhu, Additional Secretary (TE), and Ex-Officio Secretary, Council of IITs, and Prof. V. Ramgopal Rao, Director, IIT Delhi welcomed Hon'ble Minister of Human Resource Development and Chairman, Council of IITs and Shri Sanjay Dhotre, Hon'ble Minister of State for Human Resource Development.

In his opening remarks, Hon'ble Minister and Chairman, Council of IITs welcomed all the Members to the 53rd Meeting of the Council and called upon all the IITs to analyse decisions taken in the past and the outcomes that have been achieved. He stated that the annual meetings of the Council are an excellent opportunity for all of us to take stock of our capabilities, challenges that we face in the changing world order and the way forward for further improvement. The successes and milestones that we achieve should not be relegated to the records but be disseminated to the public at large through various means and always strive to reach the highest standards in academics and research. We must also analyze our strengths and weaknesses and work towards removing the shortfalls. He also reviewed the position of IITs in terms of both national and international rankings and called upon the Directors to do all that is required for improving the ranking. He assured the IITs to provide all possible support from the Government in this regard.

Pursuant to the address of the Hon'ble Minister, Secretary, Council of IITs took up the agenda points for discussions and decisions.

Item No. 53.1: To confirm the Minutes of the 52nd Meeting of the Council of the IITs held on 20.08.2018

The Minutes of the 52nd Meeting of the Council of IITs held on 20.8.2018 were confirmed, as circulated.

Item No. 53.2: To Report Action Taken on the Minutes of the 52nd meeting of the Council of IITs held on 20.08.2018

The Council noted the status of Action Taken Report (ATR) on decisions taken by the Council in its 52nd Meeting held on 20.08.2018. The status reported and observations made during the meeting are as under:

52.2 (a): External Peer Review of IITs:

All IITs were requested to forward a list of experts for consideration of the Ministry. The finalised list of 40-50 experts will thereafter be shared with all the IITs for their use. In this regard, decision recorded under Item No.53.31 of the Minutes may be referred.

52.2 (b): IIT Council Web Portal:

All IIT Directors were requested to upload their data on the IIT Council web portal within a week. Further the data should be updated regularly.

52.2 (d): Approval of the Prime Minister's Research Fellows Scheme:

The Council took note of the approval to the PMRF Scheme and subsequent amendments made therein. The Council decided that all IITs will submit their suggestions to Director, IIT Delhi for further improvement in the PMRF Scheme as well as steps required to increase the enrolment into the scheme. IIT Delhi, which will take over as the National Coordinator of the PMRF in February, 2020 will examine the suggestions and submit a report for consideration of the Ministry within two months.

52.2 (e): IIT PAL (IIT Professor assisted learning):

The Council noted the status of the scheme.

52.2 (f): Admission of International students in the IITs:

The recommendations of the Committee constituted for the purpose were considered and approved. For promoting IITs as global education destinations, foreign students including OCI card holders with foreign passport, having studied abroad - would be provided direct entry to JEE Advanced examination. Further, IITs would prepare a scheme for providing scholarships for the bright foreign students to study in IITs. They would also explore the possibility of offering online programmes to students both in India and abroad. In order to further improve the hostel infrastructure in IITs, the Council approved constitution of a Committee under the chairpersonship of Prof. D.B. Phatak, Chairperson, BOG, IIT Indore to make suggestions for improvement of hostels for each of the 23 IITs separately.

52.2 (i): Setting up of IIT Extension Centres for improving the quality of engineering education:

The IIT Council advised all the IITs to mentor atleast 10 engineering colleges in their vicinity in order to improve the quality of technical education imparted therein as well as to improve the teaching skills of the teachers. Chairman, IIT Council directed that IIT Madras will be the Nodal Institute to monitor the progress in this regard and Chairman, AICTE will assist the effort in identifying colleges for this purpose.

52.2 (j): Linking of National Research Laboratories and the IITs:

The Council noted the Action Taken Note received from some of the IITs. The Secretary, DRDO suggested that an exchange programme may be started between the DRDO Scientists and IIT faculty in order to direct research, especially in areas of strategic importance, as per requirement projected by the DRDO. The contours of the exchange programme are as under:-

- (i) Joint Research projects may be undertaken by IITs along with DRDO for improving the defence preparedness e.g. in the field Electronic/ Cyber Defence.

- (ii) Scientists from DRDO should be able to teach as adjunct faculty and will also do the Ph.D. without going through courses, except research methodology.
- (iii) DRDO puts various technological problems/indigenisation of systems on website. IITs through their entrepreneurship and start-up initiatives, may come up and take DRDO funds through TDF Scheme.

52.2 (k): Using of CPWD in the construction programme:

Noted.

52.2 (l): Improving the gender balance in IIT admissions at Undergraduate level:

Noted.

52.2 (m): Medical Insurance coverage for retired staff:

Decision under Item No.53.9 of the Minutes may be referred.

52.7: Need for having an Appellate Authority to look into the genuine grievances/representations received in the Ministry from the students, faculty, staff and other stakeholders against the decisions of the IIT authorities:

Noted.

52.8: Facing of severe constraint due to shrinkage of OH-35 funds by the Second generation IITs (IIT Patna).

Noted

52.11: DST INSPIRE Fellowship:

Noted.

52.12: Uniformity in service matters across all IITs.

The Council noted that BOG of IITs was authorised to deal with such issues as per extant instructions of the Govt. of India.

52.14: Centralized Counselling and Admission Process through GATE.

Noted.

52.15: Progress on Research Parks in the IITs.

Noted.

52.19: Joint effort for recruitment of foreign faculty in the IIT System.

The Report of the Committee (**Annexure-II**) on joint effort for recruitment of foreign faculty in the IIT System was accepted 'in principle.' It was decided that proposal for grant of NPS, LTC, DST funding, income ceilings, per diem allowance, and open ended contract for foreign faculty will be examined separately. Director IIT Delhi was requested to coordinate the process and submit a consolidated proposal to MHRD for taking up the matter with concerned Nodal Ministries in consultation with the IF Division.

52.20: Standards and Guidelines for construction of campuses.

The Council considered the recommendations of the Committee constituted for the purpose and approved enhancement of space requirement for IITs, from 75 sq. mtr. per students, as notified in the Master Circular of MHRD to 108 sq.mtrs. per student for new campuses.

52.21: Enterprise Resource Planning.

The Director, IIT Kharagpur informed that a Team has been constituted to implement the ERP system of IIT Kharagpur in other IITs. Each IIT was requested to constitute a team for this purpose to assess whether the cost and other technical parameters of IIT Kharagpur ERP system fulfil their requirement. In case of better options available both in terms of "Life Cycle Cost" (for at least 10 years including AMC etc. expenses) and quality, they are free to adopt the more competitive and viable options.

52.22: Any Other Item.

The Council noted the TechEx organized at IIT Delhi for showcasing the products/prototypes of IMPRINT and UAY Projects.

Item No. 52.3: To report changes in the membership of the Council.

The Council welcomed the new Members and placed on record the contributions made by the outgoing members, as indicated in **Annexure-III**.

Item No. 53.4: Ratification of appointment of Directors of IITs

The Council ratified the appointment of the following Directors:-

Sl. No.	Name of the Director	Name of IIT
1.	Prof. Santanu Chaudhury	IIT Jodhpur
2.	Prof. Subhasis Chaudhuri	IIT Bombay
3.	Prof.T.G. Sitharam	IIT Guwahati
4.	Prof. B.S. Murty	IIT Hyderabad
5.	Prof.Sudhir K. Jain	IIT Gandhinagar

Item No. 53.5: To report /ratify the decisions taken by the Chairperson, IIT Council on behalf of the Council.

The Council ratified the decisions taken by the Chairperson, IIT Council regarding nomination of Council nominees on the Board of Governors of various IITs as per details given in **Annexure -IV**.

Item No. 53.6: Entrepreneurship Development.

The Council approved the proposal for starting Entrepreneurship Programme as minor area at B.Tech. level. IITs were advised to evolve their own suitable methodology in the matter.

It was stated by the Chairperson, IIT Council that each IIT should be on top in one Engineering/ Thrust Area.

IITs were requested to identify and send the list of their Thrust areas, to the Ministry within one month.

Item No. 53.7: Alignment with future engineering education trends.

The Council considered and approved the proposal 'in-principle.' IITs may establish a mechanism to develop futuristic/ new programmes and reduce/ abolish obsolete programmes as per global trends and advances.

Item No. 53.8: To consider financial autonomy model for IITs

The Item was withdrawn for further consultation.

Item No. 53.9: Third Party health cover for IIT Staff/Faculty.

The Council considered the recommendations of the Committee **(Annexure-V)**. The recommendations are already under examination in the Technical Coordination Section of the Ministry in consultation with the IF Division.

Item No. 53.10: To consider the proposal for Tenure track system in all IITs.

To be further discussed in the next meeting of the IIT Council.

Item No.53.11: To consider problems being faced by educationally backward students and providing exit option with the degree for them.

The Council approved the proposal to allow such students, instead of being forced out of course, to opt for B.Sc.(Engineering) after second semester; and leave the course after 6 semesters with a minimum academic standard. However, necessary modalities for the implementations of this or similar decision will be decided by individual IITs with the approval of their respective BoGs.

Item No. 53.12: Finalising thrust areas for each of the institutions for sustained efforts and focus.

The Council directed that all IITs will identify and finalize their thrust areas and send the same to MHRD before 31st Oct 2019, as only a few IITs have submitted it so far.

Item No. 53.13: To review the status of research productivity of the faculty members in each IITs and to take stock of the number of faculty members who have not published in reputed journals for the last three years.

The Council directed that all IITs will upload the data regarding research productivity of their faculty members on their individual websites. Moreover, this should also be reviewed by the BoG at least once a year.

Item No. 53.14: To consider the proposal of starting Joint Degree Program (JDP) of Doctor of Philosophy (Ph.D.) between the IITs.

The Council agreed to the proposal for starting joint Degree Programme(JDP) of Doctor of Philosophy between/amongst various IITs.

Item No. 53.15: Inviting Visitor's Nominee of other IITs to speed up the process of Selection Committee.

To speed up the process of selection, the Council approved the proposal for allowing the IITs to use the panel of Visitor's nominees of other IITs for the purpose of selection of professors, subject to approval by the Visitor. MHRD will make a proposal in this regard for seeking approval of the Visitor.

Item No. 53.16: Faculty Retention at 3-G IITs.

The Council approved the proposal that once a new faculty member joins any of the 3-G IITs, other IITs should consider offering her/him faculty position on selection, only after he/ she completes minimum residency period of 2 years in 3-G IIT.

Item No. 53.17: Additional Sabbatical for Older IIT senior faculty for Mentoring young faculty in new IITs.

The Council agreed to the proposal in principle, for grant of additional Sabbatical leave for senior faculty of older IITs for mentoring 3-G IITs and their young faculty, subject to amendment to the Statutes.

Item No. 53.18: Reform of the M.Tech Programs

To be further discussed in the next meeting of the IIT Council.

Item No.53.19: Continuation of weaker section scholarships for slowpaced students beyond the regular term of study.

The Council approved the proposal for continuation of the weaker section scholarship for slow paced students beyond the regular term of study, for another year subject to proper monitoring.

Item No.53.20: Hostel Expenses – support to deserving students

The Council approved the proposal 'in principle' and directed that all the issues involved will be examined by a Committee to be constituted by MHRD.

Item No.53.21: To consider recommendations of the Committee constituted for review of concessions offered to economically and socially backward students.

The report of the Committee constituted by the MHRD was circulated during the meeting. It was decided that all IITs may send their suggestions on the Committee report within one month.

Item No. 53.22: To take note of New Initiatives – ASEAN Fellowship Scheme in IITs.

Noted.

Item No. 53.23: To take note of Amendments in the PMRF Scheme and to suggest measures for improvements therein.

Noted.

Item No. 53.24: Facilities for mental health and wellness of students and faculty

The Council decided that every Institute may put in place their own mechanism to address the issue, and consider, inter-alia utilizing the services of professional organisations, such as YourDOST, (IIT-DOST) by following due process.

Item No.53.25: Proposal for payment of yearly Honorarium to the National Coordinator of IIT-PAL, from the IIT Council funds.

The Council decided that the National Coordinator of IIT-PAL may be paid an annual honorarium upto upper limit of Rs. 2.5 lakh from the IIT Council Funds.

Item No. 53.26: Issues related with the Ranking etc.

The Para 3 of the Minutes on Page 1 may be referred.

Item No. 53.27: Issues concerning Foreign Faculty.

The decision in Item No.53.2 (ATR on Item No.52.19) may be referred.

Item No. 53.28: Updates on IIT Alumni Centre at Bengaluru

The Council noted the updates on the IIT Alumni Centre at Bengaluru. Noting that many IITs have not yet contributed, the Chairperson, requested the Directors of these IITs to send their contribution.

Item No. 53.29: Launch of "International Common Application Portal for Indian Institutes of Technology and Science" (ICAPIITS).

The Hon'ble Minister launched the portal of ICAPIITS – a single portal for international applicants interested in pursuing post-graduate studies in any of IITs/IISc.

Item No. 53.30: Encouraging Alumni Funding.

With a view to enhance the revenue, the Council agreed to the proposal that students passing out from IITs may be encouraged, may be through a pledge, to contribute 1% of their earnings as their contribution to their alma

mater in line with Income Sharing Arrangements followed by many Universities abroad.

Item No. 53.31: External Peer Review

In order to ensure that students passing out from IITs do not face any difficulty in foreign countries with regard to their degrees not being accredited by the designated authority, the Council decided that external peer review of IITs will be done by an External Review Committee in the format prescribed by the NBA and based on the review by the Committee, accreditation will be considered by NBA.

Item No. 53.32: Any other item.

Nil

Meeting ended with a vote of thanks to the Chair and other attendees.

ANNEXURES (I – V)

(Page 12 to 38)

**(Minutes 53rd Meeting – IIT Council held on
27.09.2019)**

List of Participants

53rd Meeting of the Council of IITs held on 27th September, 2019 at IIT-Delhi under the Chairpersonship of Hon'ble HRM.

S. No.	Name and Designation
1.	Dr. Ramesh Pokhriyal 'Nishank' (Chairperson, IIT Council) Hon'ble Minister for Human Resource Development
2.	Shri Sanjay S. Dhotre Hon'ble Minister of State for Human Resource Development
3.	Sh. R. Subramanyam, Secretary (Higher Education), MHRD & the Chairperson, BOG of six new IITs at Tirupati, Jammu, Goa, Dharwad, Bhilai-Durg and Palakkad
4.	Dr. S.S.Sandhu, Additional Secretary (Higher Education), MHRD & Secretary, IIT Council
5.	Ms. Darshana M. Dabral, JS&FA, MHRD
6.	Dr. K. Radhakrishnan, Chairperson, Board of Governors, IIT Kanpur
7.	Dr. Rajagopala Chidambaram, Chairperson, BOG IIT Jodhpur
8.	Shri B.V.R. Mohan Reddy, Chairperson, BOG IIT Hyderabad
9.	Prof. D.B. Phatak, Chairperson, BOG IIT Indore
10.	Shri Subodh Bhargava, Chairperson, BOG IIT Mandi
11.	Prof. D.D. Mishra, Chairperson, Board of Governors, I.I.T.(ISM) Dhanbad
12.	Prof. D.P. Singh, DG CSIR
13.	Prof. Vikram M. Gadre, IIT Bombay
14.	Prof. Shripad Karmalkar, IIT Madras
15.	Prof. Subhasis Chaudhuri, Director, IIT Bombay
16.	Prof. V. Ramgopal Rao, Director, IIT Delhi
17.	Prof. Abhay Karandikar, Director, IIT Kanpur
18.	Prof. Sriman Kumar Bhattacharyya, Officiating Director, IIT Kharagpur
19.	Prof. Pramod Kumar Jain, Director, IIT (BHU) Varanasi
20.	Prof. T.G. Sitharam,, Director, IIT Guwahati
21.	Prof. Ajit Kumar Chaturvedi, Director, IIT, Roorkee
22.	Prof. Santanu Chaudhury, Director, IIT Jodhpur
23.	Prof. Pushpak Bhattacharya, Director IIT Patna
24.	Prof. Sudhir K. Jain, Director, IIT Gandhinagar
25.	Prof. B.S, Murty, Director, IIT Hyderabad

26.	Prof. Sarit Kumar Das, Director, IIT Ropar
27.	Prof. R.V. Raja kumar, Director, IIT Bhubaneswar
28.	Prof. Timothy A. Gonsalves, Director, IIT Mandi
29.	Prof. Subhendu Rakshit, for Prof. Pradeep Mathur, Director, IIT Indore
30.	Prof. Rajiv Shekhar, Director, IIT(ISM) Dhanbad
31.	Prof. K.N. Satyanarayana, Director, IIT, Tirupati, Tirupati(AP)
32.	Prof. P.B. Sunil Kumar, Director, IIT, Palakkad
33.	Prof. B.K. Mishra, Director, IIT, Goa
34.	Prof. Rajat Moona, Director, IIT Bhilai-Durg
35.	Prof. Seshu Pasumarty, Director, IIT Dharwad
36.	Prof. Anil D. Shahrabudhe, Chairperson, AICTE.
37.	Dr. Shekhar C. Mande, DG CSIR
38.	Prof. V.K. Tewari, IIT Kharagpur.
39.	Prof. Anurag Kumar, Director, IISc Bangalore
40.	Prof. Manoj Singh Gaur, Director, IIT Jammu
41.	Sh. Prashant Agarwal, Director (IITs), MHRD, New Delhi
42.	Shri Kundan Nath, Under Secretary (IITs), MHRD
43.	Shri V.K. Wadhwa, Project Officer, Secretariat of Council of IITs
44.	Shri L. Raghvendra, Section Officer, TS.I MHRD
45.	Shri Mohit Gupta, A.S.O. MHRD
46.	Shri Arun Karan, ASO MHRD
47.	Shri Abhinav Pandt, ASO MHRD
48.	Ms. Henna Kumar, ASO MHRD

Recruitment of foreign faculty in IITs

Reference: MHRD letter No. 35-12/2017-TS-I Dated September 17, 2019 constituting a Committee consisting of the Directors of IIT Madras, IIT Kanpur and IIT Gandhinagar to recommend on modalities for appointment of foreign faculty in IITs as well as to suggest necessary amendments in the Statutes.

The IIT Act provides that appointments in the Institutes shall be made in accordance with the procedure laid down in the Statutes. The Statutes of the new IITs state that the terms and conditions of appointment of a foreign faculty member shall be subject to the guidelines of the Government of India. There is no specific mention on recruitment of foreign faculty in Statutes of the first generation IITs. Thus, there are no restrictions on the IIT system on recruiting foreign faculty, as far as Acts and Statutes are concerned. Difficulties, therefore, arise with respect to letters/ norms from time to time issued by the Government of India (primarily, Ministry of Home Affairs, MHRD, and in some instances Income Tax regulations). The matter has been discussed time and again at various forums of IITs, say in the IIT Council meetings, meeting with the Visitor, etc. Considering these previous discussions and the readily available letters/ norms in this regard, the Committee hereby summarizes its own understanding of the current norms, outlines the major areas of concern, and makes its recommendations.

1. Prior Approval of the Government of India:

- 1.1 MHRD vide its letter No. 29-2/2018-TS-1 dated 19 March 2018 (Annexure-1) forwarded minutes of the meeting of Directors of IITs, IISc Bangalore and IISER with the Hon'ble President of India wherein it was clarified that qualified candidates having OCI Cards can be recruited as permanent faculty in pursuance of the MHA order no. 26011/52/ 2016-OCI dated 11 December 2017 (Annexure-2).
- 1.2 In a meeting of the Secretary (HE) with MHA and MEA officials held on 05 November 2018 (Annexure-3), MHA clarified that its prior approval is required only when the foreign faculty proposed to be appointed is from Prior Reference Category countries (Pakistan, Afghanistan, Iraq, Sudan, Foreigners of Pakistani origin, and Stateless persons) and those required to visit restricted areas in India. MEA also clarified that no prior approval from them will be required as necessary due diligence will be done at the time of granting employment visa by the respective Indian Missions abroad.
- 1.3 Thus, understanding of the Committee on this issue is as follows:
 - a) IITs are empowered by the Government of India to recruit OCI card holders for regular (permanent) faculty positions (without requiring any approvals from MHA or MEA)

- b) IITs are empowered by the Government of India to recruit foreign nationals (non OCI card holders) for a contract of upto 5 years without requiring prior approvals from MHA or MEA (except those from Prior Reference Category countries, Pakistan, Afghanistan, Iraq, Sudan, Foreigners of Pakistani origin, and Stateless persons).
- 1.4 Thus, the only restrictions on the IITs are:
- a) Foreign nationals (non-OCI card holders) cannot be offered regular (permanent) faculty positions. The 5-year contracts are problematic for such faculty members to carry our serious research through sponsored projects and PhD students.
 - b) It is not clear if "Foreigners of Pakistani origin" include a person born before 1971 in East Bengal (which was part of Pakistan till 1971 but became Bangladesh in 1971).
- 1.5 In view of the above, it is **RECOMMENDED** that
- a) IITs be allowed to recruit foreign faculty (non-OCI card holders) on "open-ended contract" (as against 5-year contract). It will imply that a carefully drafted contract will need to be entered between the concerned IIT and the foreign faculty only once. The only exception to this should be citizens of Prior Reference Category countries. In many cases, the IITs themselves may wish to make the initial appointment on a "limited-time contract".
 - b) It be clarified that persons born before 1971 in the then East Bengal (now Bangladesh) will be not treated as "foreigners of Pakistani origin".

2. **Requirements for Visa as per Ministry of Home Affairs:**

- 2.1 As per Para 5.2 (viii) of the Visa Manual, a foreign national being recommended for an Employment Visa should draw a salary in excess of USD 25,000 per annum, except in the case of certain specific categories mentioned therein. This has been a concern since a junior faculty member may be recruited at a salary lower than USD 25,000 per annum.
- 2.2 In December 2013, the MHRD vide its letter No. 2-17/2013-TS.I dated 26 December 2013 (Annexure-4) notified relaxation in the income criteria from salary USD 25,000/- to USD 14,000/- for grant of Employment Visa in respect of foreign faculty engaged by Indian Institutes of Technology (IITs), National Institutes of Technology (NITs) and Central Universities. However, the relaxation was initially given for a period of two years, and has expired in December 2015.
- 2.3 The above limitation is a hindrance in recruiting junior foreign faculty and needs to be removed.

2.4 It is, therefore, **RECOMMENDED** that MHA may do away with any salary restriction for the purpose of visa on any faculty recruited by the IIT system.

3. **Applicability of NPS and Other Benefits:**

3.1 Employees of IITs recruited after 2004 are covered under NPS wherein the employer contributes 14% of the salary to the NPS account of the individual (in addition to 10% contributed by the employee).

3.2 However, as per the norms of Pension Fund Regulatory and Development Authority (PFRDA), foreign nationals/ OCIs/ PIOs categories are not eligible to enroll for NPS. Therefore, for financial parity with their colleagues who are Indian citizen, an alternative needs to be found for them.

3.3 It is **RECOMMENDED** that foreign faculty (including the OCI card holders) be offered a "Contributory Provident Fund – cum - Gratuity" arrangement wherein the faculty member will contribute 10% and the IIT will contribute 14% amount to the CPF. The entire funds will be available to the concerned faculty at the time of departure from service (and will as usual be tax-exempt).

3.4 Further, it is **RECOMMENDED** that the foreign faculty should be extended all other benefits as applicable to their colleagues of Indian citizenship, such as hometown LTC, etc. It is proposed that foreign nationals (both OCI-card holders and others) be eligible for LTC in the form of foreign travel (with family) to their home country once in two years.

4. **Short-term Visits of Foreign Academics:**

4.1 IITs need to engage foreign faculty in a number of ways, including short-term (such as GIAN) visits of a few weeks or so. Two issues arise:

a) Even when a person is coming for a few days or a few weeks and the host IIT is making any payment for his travel and honorarium, we tend to treat the person as an "employee" for that period. This is tedious and cumbersome. It is **RECOMMENDED** that casual visitors to the IITs be not treated as "employees" for administrative purposes at the discretion of the respective IITs even if some payments are being made to them for travel and local boarding and lodging. This is of course an internal issue of the respective IITs.

b) Our Income Tax rules require fairly high rate of tax to be deducted at source for such payments. It is **RECOMMENDED** that for short-term visits (upto 180 days), we may fix a per diem rate (say, accommodation plus USD 80 per day). Only if any amount above that is being paid, the excess amount should be treated as an

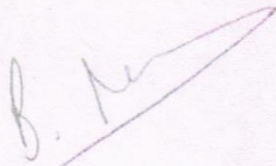
income and tax be deducted on that. It may be pertinent to mention here that Central Government allows its own employees on foreign visits per diem at the rate of USD 60 to 100 per day (depending on the country) plus accommodation, and hence, the proposal is reasonable.

5. Applicability of Reservations:

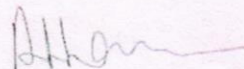
- 5.1 It is **RECOMMENDED** that appointments of foreign faculty should not be considered as a part of the general pool of faculty where reservations are applicable. These should be considered supernumerary and not be counted while calculating the percentage of reservations.

6 Summary of Recommendations

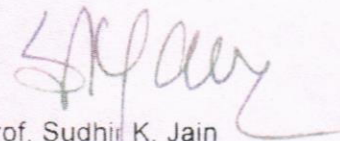
- a) Permit IITs to recruit non-OCI foreign faculty on "open-ended contract".
- b) Do away with salary restriction for visa to faculty recruited by any IIT.
- c) Foreign faculty be extended a "CPF-cum-Gratuity" arrangement since they cannot be offered NPS.
- d) Foreign faculty be provided LTC, including foreign travel (with family) to their home country once in two years.
- e) For short-term foreign faculty visitors, fix accommodation plus USD 80 per day as a per diem rate. Only the amount above this, if any, be treated as "income" for tax purposes.



Prof. Bhaskar Ramamurthi
(Director, IIT Madras)



Prof. Abhay Karandikar
(Director, IIT Kanpur)



Prof. Sudhir K. Jain
(Director, IIT Gandhinagar)

File No.29-2/2018-TS-I

F. No. 29-2/2018-TS-I
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Section-I

Shastri Bhawan, New Delhi
Dated : 19th March, 2018

To,

The Director, IISc Bangalore
The Directors of All IITs
The Directors of All IISERs

Subject: Minutes of the meeting of Directors of IITs, IISc-Bangalore and IISERs with the Hon'ble President

Sir,

I am directed to forward herewith a copy of the approved Minutes of the above referred meeting held on 6th March, 2018 for information and necessary action.

Yours faithfully,

(Kundan Nath)

Under Secretary to the Govt. of India
Ph : 011-23381698

Copy to:

PPS to Secretary (HE), MHRD
PPS to Additional Secretary (TE), MHRD
PPS to Joint Secretary (Management), MHRD
Under Secretary (Management), MHRD

Encl: As above

**Action Points emerging out of the Meeting of the Visitor with
Directors of IITs, IISERs and IISc Bangalore**

Hon'ble President of India in his capacity as the Visitor chaired a meeting of the Directors of 31 Institutions including 23 IITs, 7 IISERs and IISc Bangalore on March 6, 2018 from 9:30 am onwards. The Directors of these 31 Institutions made detailed presentations before the Hon'ble President on the following:-

- (i) Global Ranking of the Institute and measures taken to improve the same
- (ii) Research productivity at present and future course of action to improve the same
- (iii) Staff Vacancy Position in every Institute and the plan of action to fill them up
- (iv) Major Achievements
- (v) Major issues/challenges confronting each Institute

2. All the institutions expressed a few common issues, viz., need for additional funds for infrastructure creation like hostel space, laboratory. IISERs expressed the difficulty in attracting good faculty due to problems of lack of Schooling for children and employment avenues for spouses.

The IISERS in particular, sought greater funding for Research, since they have been conceived along the lines of Indian Institute of Science, Bangalore.

The IISERS in unison expressed the need for an Independent IISER Act.

Both IITs and IISERS sought greater assistance through HEFA

Pursuant to the presentations made and based on the deliberations held thereafter, the following action points have emerged:-

1. Faculty recruitment:

(a) Foreign Faculty:

In order to address the shortage of faculty in all these premier educational institutions, the following course of action was unanimously approved:-

- (i) To attract and recruit quality faculty from abroad, a Pan-IIT faculty pool may be created.
- (ii) Necessary amendments in the Statutes after following due process may be made with regard to faculty recruitment.
- (iii) Renowned alumni of these premier institutions may be invited to teach in these institutions for a short stint under 'Teach-A-Semester' programme.
- (iv) The VAJRA Scheme of Department of Science & Technology may be effectively used to attract quality faculty from abroad.

- (v) Matter will be taken to MHA and MEA, in order to simplify processes for hassle-free student visas.
 - (vi) The qualified candidates having OCI Cards can be recruited as permanent faculty in pursuance of the MHA order no. 26011/52/2016-OCI dated 11th December, 2017.
- (b) Indian Faculty:
- (i) Each Institute will identify the best Ph.D scholars and share their details with other Institutes for the purpose of being taken as faculty
 - (ii) The details of all those prospective faculty who were interviewed but could not be selected may be shared with other Institutes,

2. International students:

One of the parameters adopted by the reputed international ranking agencies, which carries significant weightage points in ranking Institutions across the world is enrolment of foreign students. In Indian premier institutions, the presence of foreign students is very low, which adversely affect their international ranking. In order to address this issue, the following strategy to be adopted:-

- (i) 'Study in India' programme will be launched by MHRD to attract foreign students in various programmes in these Institutions.
- (ii) All the Institutes are invited to be partner Institutions of SII and communicate their willingness to EdCIL, which is coordinating the effort. Each institution has to prepare a seat matrix for the international students by end of March, 2018
- (iii) The seats will be made available to foreign students by creating supernumerary seats so that the number of seats earmarked for the Indian students does not come down
- (iv) The Institutes will improve their infrastructure in terms of hostels, laboratories and research facilities
- (v) Each Institute will set up an international students facilitation centre to ensure that the students are extended all possible help.
- (vi) A Central Admission Portal for the purpose will be developed by each Institute
- (vii) The foreign students admitted in M.Tech, Ph.D or other programmes will be offered the same fellowship as provided to Indian students.

3. Infrastructure Development

In order to provide world class facilities both in terms of academic, non-academic and research, all the Institutes will be provided necessary funds from HEFA. For funding the capital requirement of the Institutes, the following model will be adopted:-

- (i) The on-going projects which are complete upto 90% will not be posed for funding to HEFA, instead their cost can be met through normal grant from the Ministry under OH-35
- (ii) Every new project to be funded under HEFA will require necessary appraisal by the SFC/EFC, as the case may be
- (iii) All such proposals may be sent to the Ministry by or before April 15, 2018 so that they are approved by the HEFA Board by 1st June, 20-18
- (iv) For all capital works, necessary standards and specifications will be developed

4. Promotion of Research

With a view to create world class research eco-system in these Institutions, a multi-pronged strategy as under will be adopted:-

- (i) All Institutes will take steps for collaborating with sister universities and institutions across the world, which are ranked in top 500.
- (ii) All Institutes to earmark funds for undertaking joint research projects.
- (iii) An Annual Action Plan for this may be finalized before April, 2018
- (iv) All the 8 Institutions where setting up of Research Parks has been approved, will take immediate steps for construction, identifying industry partners, pre-selling of the research space in order to mop up necessary revenue in order to make the research parks self-sustainable.
- (v) In addition to developing world class laboratories, all Institutes will coordinate with other premier laboratories in their immediate neighbourhood to make use of their facilities. If required, MoUs may be signed with such Laboratories, for which MHRD will extend all possible help.
- (vi) To attract best talent into research, MHRD has already approved PMRF Scheme. All Institutes must encourage maximum number of students to apply under the scheme.
- (vii) In order to give recognition to the best researchers in these Institutions, MHRD will institute an award called Visitor's Award to be given in 10 disciplines for top cited publications.
- (viii) Institutes will encourage participation of students in Smart India Hackathon (SIH) and Smart India Hardware Hackathon (SIHH) which is organized by MHRD.
- (ix) All Institutes should share the success stories of start-ups incubated in their Institutes.

5. Resource Generation

All the Institutes will take steps for increasing their internal resource generation by taking following steps:-

- (i) Alumni Cell to be set up in each Institute. Wherever such cells are already set up, they may be reviewed and re-strengthened.
- (ii) Development of prototypes and commercialization of Patents and IPRs
- (iii) Mobilizing funds through industry collaborations
- (iv) Mobilizing funds through CSR

6. The next meeting will be held during October 2018 by the Visitor to review the applications identified above.

F. No. 26011/52/2016-OCI
Government of India
Ministry of Home Affairs
(Foreigners Division)

Major Dhyan Chand Stadium,
Gate No. 7, New Delhi-110 001.
Dated the December, 2017.

ORDER

In exercise of the powers conferred by clause (i) of sub-section (2) of section 7B of the Citizenship Act, 1955 (57 of 1955), the Central Government being of the opinion that it is necessary and expedient in public interest to do so, hereby specifies that a person registered as an Overseas Citizen of India (OCI) cardholder under section 7A shall be eligible for appointment as teaching faculty in the Central Higher Educational Institutions viz Indian Institutes of Technology (IITs), Central Universities (CUs), National Institutes of Technology (NITs), Indian Institutes of Management (IIMs) and Indian Institutes of Science Education and Research (IISERs).

(Anil Malik)

Joint Secretary to the Government of India

To

1. Secretary, Department of Higher Education, Ministry of Human Resource Development, Shastri Bhawan, New Delhi.
2. Ministry of External Affairs (Joint Secretary (OIA-II), Akbar Bhawan, Chanakyapuri, New Delhi.
3. Ministry of External Affairs (Joint Secretary (CPV), Patiala House Annexe, New Delhi.
4. Joint Director, Bureau of Immigration.
5. Cabinet Secretariat

File No.24-9/2017-TS.I

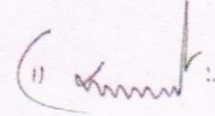
F.No. 24-9/2017-TS.1
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Section-1

Shastri Bhawan, New Delhi
Dated the 28th December, 2018

OFFICE MEMORANDUM

Subject: Minutes of the meeting held on 5.11.2018 with Ministry of Home Affairs and Ministry of External Affairs regarding appointment of foreign faculty in IITs.

The undersigned is directed to forward herewith a copy of the minutes of the meeting held under the chairmanship of Secretary, Department of Higher Education on the subject cited above for information and necessary action.



(Kundan Nath)

Under Secretary to the Government of India
Ph. No. (#) 23381698

To,

1. The Secretary, Ministry of Home Affairs, North Block, New Delhi.
2. The Secretary, Ministry of External Affairs, South Block, New Delhi.
3. Shri Pramod Kumar, Director (Foreigners), MHA.
4. Shri N. Ram Prasad, Director, OIA-II Division, MEA.

Copy for information to **Directors of all IITs.**

Internal:

1. PSO to Secretary(HE), MHRD.
2. PA to AS(TE), MHRD.
3. Director(IITs), MHRD.



**MINUTES OF MEETING CHAIRED BY SECRETARY (HE) HELD ON
05.11.2018 REGARDING APPOINTMENT OF FOREIGN FACULTY IN IITs**

A meeting under the chairmanship of Secretary, Department of Higher Education was held in the Ministry on 05.11.2018 at 3:00 pm to discuss the issues related to appointment of foreign faculty in IITs. The meeting was attended by the following officers:

- (i) Shri R. Subrahmanyam Secretary, Department of Higher Education
- (ii) Shri Pramod Kumar, Director (Foreigners), Ministry of Home Affairs
- (iii) Shri N. Ram Prasad, Director, OIA-ii Division, Ministry of External Affairs
- (iv) Shri Prashant Agarwal, Director (IITs), MHRD
- (v) Shri Kundan Nath, Under Secretary (IITs), MHRD

2. The issues raised by MHRD and the clarifications provided by the officers from MHA and MEA are as under:-

(i) Prior clearance from MHA and MEA for appointment of foreign faculty:

MHA clarified that its prior approval is required only when the faculty proposed to be appointed is from Prior Reference Category countries (Pakistan, Afghanistan, Iraq, Sudan, Foreigners of Pakistani origin, and Stateless persons) and those required to visit restricted areas in India. Long-term Employment Visas are issued to foreigners for a period of 5 years with a provision for extension for a further period of five years. All foreigners are required to register with FRRO once every year, which is an online and a seamless procedure.

MEA clarified that no prior approval from them will be required as necessary due diligence will be done at the time of granting employment visa by the respective Indian Missions abroad.

Similarly, no prior clearance from MHA and MEA will be required in case of appointment of NRIs and OCIs as permanent faculty.

(ii) Revision of Annual Salary ceiling for the purpose of appointment of foreigners in IITs.

MHA clarified that the existing ceiling of Rs.16.25 lakh as annual income for appointment of foreign faculty may be further rationalized if such a proposal is referred to them. Secretary (HE) stated that in

view of the 7th CPC recommendations having been implemented in all educational institutions in the Department of Higher Education, the existing ceiling appeared to be reasonable.

(iii) Permanent positions to Foreign faculty at par with OCIs, NRIs and Indian regular faculty including salary/pension:

As stated in Para (i) above, long term employment visa policy for 10 years is already in place. Extension of identical salary, pension and other facilities to foreign faculty do not come under the purview of MHA and MEA.

(iv) International conferences/seminars:

MEA clarified that event clearance with regard to theme of the seminar, conference and workshop as well as political clearance for participation in the event by foreigners will be mandatory. However, the process of seeking event/political clearances has been simplified due to which such clearances are issued within 3-4 days. MHA clarified that security clearance will be mandatory only in cases of the foreigners coming from Prior Reference Category countries and those foreign participants who are required to visit restricted areas within the country. No clearance from MHA is necessary in other cases. The MHA also clarified that the system of E-Conference Visa has been put in place in respect of 166 countries, which is an online and extremely simplified process. All the foreign participants are required to produce a copy of the E-visa at the immigration counter based on which they will be issued instant visa on arrival.

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

Annexure-4

F No. 2-17/2013-TS.I
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Section-I

Shastri Bhawan, New Delhi,
Dated the 26th December, 2013

To

The Director
IIT Delhi, Bombay, Kharagpur, Kanpur, Madras, Roorkee, Guwahati, BHU,
Hyderabad, Gandhinagar, Bhubaneswar, Rajasthan, Patna, Indore, Ropar
and Mandi.

Subject: Relaxation in the income criteria from salary USD 25,000/- to USD 14,000/- for grant of Employment Visa in respect of foreign faculty engaged by Indian Institutes of Technology (IITs), National Institutes of Technology (NITs) and Central Universities.

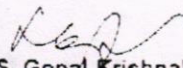
Sir,

I am directed to enclose a copy of O.M. No. - 25022/109/2013-F.I dated 20th December, 2013 on the above mentioned subject and to say that Ministry of Home Affairs has agreed to relax employment visa norms for foreign faculty subject to the following conditions.

- a) This relaxation will be given initially for a period of two years i.e. till 31.12.2015 and the position will be reviewed taking into account the progress in the intake of foreign faculty. However, withdrawal of the exemption after 31.12.2015 will not affect the terms and conditions of the foreign faculty already recruited under the above policy.
- b) This relaxation will be available only for those recruited as teaching faculty and not for exclusive Research positions/ in strategic areas/in strategic institutions.
- c) This relaxation will not be available to foreign nationals belonging to the Prior Reference Category (PRC) countries, which in this case would be nationals of Afghanistan, China, Iran, Pakistan, Iraq & Sudan, Foreigners of Pakistan Origin and Stateless persons

2. This may be circulated widely to enable the institutions to attract foreign faculty.

Yours faithfully,


(S. Gopal Krishna)
Under Secretary to the Govt. of India
Telefax: 23070660

Encl. as above


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F.No. 2-17/2013-TS.I
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Section-I

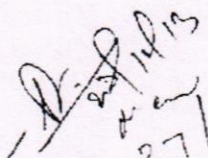

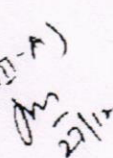
Shastri Bhawan, New Delhi,
Dated the: 26th December, 2013

Subject: Review of income criteria for grant of Employment Visa for foreign faculty engaged by Centrally Funded Technical Institutes (CFTIs) and Central Universities.

Please find enclosed a copy of MHA circular No. 25022/109/2013-F.I dated 20th December, 2013 on the above mentioned subject for information and further action at your end.


(S. Gopal Krishna)
Under Secretary to the Govt. of India
Telefax: 23070660

Copy to: TS(II) / TS(III) / TS(IV) / TS(V) / TS(VI) / TS(VII) / CTS(VI-A)


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IMMEDIATE

No. 25022/109/2013-F.I
Government of India
Ministry of Home Affairs
(Foreigners Division)

NDCC II Building, Jaisingh Road
New Delhi, the 20th December, 2013

To

1. All Indian Missions/Posts abroad
2. All State Governments/Union Territory Administrations
3. Ministry of External Affairs (CPV Division)
4. Joint Director, Bureau of Immigration
5. FRROs - Delhi, Mumbai, Chennai, Kolkata, Amritsar, Bangalore Hyderabad, Kochi, Thiruvananthapuram, Calicut, Panaji and Lucknow.

Subject : Relaxation in the income criteria for grant of Employment Visa in respect of foreign faculty engaged by Indian Institutes of Technology (IITs), National Institutes of Technology (NITs) and Central Universities.

Sir,

I am directed to say that as per para 5.2 (viii) of the Visa Manual, a foreign national being sponsored for an Employment Visa in any sector should draw a salary in excess of US\$ 25,000 per annum, except in the case of certain specific categories mentioned therein. Ministry of Human Resource Development (Department of Higher Education) has submitted a proposal seeking relaxation from the minimum salary condition for grant of Employment Visa in respect of foreign faculty engaged at the level of Assistant Professors and above by the Centrally Funded Technical Institutes (CFTIs) and Central Universities.

2. The matter has been examined. It has been decided, with the approval of the competent authority, to fix a reduced minimum income criteria of US\$ 14,000 per annum for grant of Employment Visa for foreign nationals being engaged by Indian Institutes of Technology (IITs), National Institutes of Technology (NITs) and Central Universities for the post of Assistant Professors and above for teaching faculty subject to the following conditions:-

- (a) This relaxation will be given initially for a period of two years i.e. till 31.12.2015 and the position will be reviewed taking into account the progress in the intake of foreign faculty. However, withdrawal of the exemption after 31.12.2015 will not affect the terms and conditions of the foreign faculty already recruited under the above policy.

- (b) This relaxation will be available only for those recruited as teaching faculty and not for exclusive Research positions/ in strategic areas/ in strategic institutions.
- (c) This relaxation will not be available to foreign nationals belonging to the Prior Reference Category (PRC) countries, which in this case would be nationals of Afghanistan, China, Iran, Pakistan, Iraq & Sudan, foreigners of Pakistan origin and Stateless persons.
3. These instructions shall come into force with immediate effect

Yours faithfully

(Vikas Srivastava)
Under Secretary (Foreigners)
Tel.no. 23438040

Copy to :

- ✓ (1) Ms. Amita Sharma, Additional Secretary, Ministry of Human Resource Development (Department of Higher Education)
- (2) Shri Anant Kumar Singh, Joint Secretary, Ministry of Human Resource Development (Department of Higher Education)
- (3) Ministry of External Affairs [Ms. Mukta Tomar, Joint Secretary (CPV)] with the request that the revised instructions may kindly be conveyed to all Indian Missions/Posts.

Vikas Srivastava
(Vikas Srivastava)
Under Secretary (Foreigners)

Outgoing Members of the Council	
1.	Shri R.C. Bhargava, Chairperson, Board of Governors, IIT Kanpur.
2.	Prof. Partha P. Chakragbarti, Director, IIT Kharagpur
3.	Prof. U.B. Desai, Director, IIT Hyderabad
4.	Prof. Devang Khakhar, Director, IIT Bombay
5.	Prof. Gautam Biswas, Director, IIT Guwahati
6.	Prof. (Mrs.) Tessy Thomas, Outstanding Scientist and Director,ASL Hyderabad
7.	Prof. Vijaylakshmi Ravindranath, IISc Bangalore

New Members of the Council	
1.	Dr. K. Radhakrishnan, Chairperson, BOG IIT Kanpur
2.	Dr. Deepak B. Phatak, Chairperson, Board of Governors, IIT Indore
3.	Prof. Santanu Chaudhury, Director, IIT Jodhpur
4.	Prof. Subhasis Chaudhuri, Director, IIT Bombay
5.	Prof. B.S. Murty, Director, IIT Hyderabad
6.	Prof. T.G. Sitharam, Director, IIT Guwahati
7.	Prof. V.K. Tewari, IIT Kharagpur
8.	Prof. Shreepad Karmalkar, IIT Madras
9.	Prof. Sudhir K. Jain, Director, IIT Gandhinagar

List of Council Nominees on the BOG of IITs (Approved by the HRM in his capacity as Chairperson, IIT Council)

1.	IIT Tirupati	Shri M. Raja Mahender Reddy, MD Venkateswara Pesticides & Allied Chemicals & M/S Shyme Organics Chemical Ltd. (In palce of Dr. Arun Kumar Sharma, Scientist SG, CAZRI)
2.	IIT Bhilai-Durg	Shri Tulsi Tawari, CEO & Chief Strategist, Alternate Approaches Pvt. Ltd. & Ultra Tech. Labs. Pvt. Ltd. (In place of Shri Satish Mehta, CEO & MD, Emcure Pharmaceutical Limited)
3.	IIT Madras	Dr. S. Kishore Kumar , DRDO Fellow GTRE Bangalore. (In place of Shri M.P. Kumar, Founder, Chairman of the Board & CEO, Global Edge Software ltd. Global Village, RVCE Post Bengaluru (Karnataka)
4.	IIT Bombay	Prof. Paresh K. Joshi, Homi Bhabha Centre for Science Education, TIFR Bombay, Mumbai. (In place of Prof. H. C. Verma, Retired Professor, Department of Physics I.I.T. Kanpur (UP)
5.	IIT Delhi	1. Dr. Virendra Kumar Tewari, Professor (Farm Machinery & Power Engineering) and Former HoD of Agriculture & Food Engineering, IIT Kharagpur
		2. Dr. U.P. Singh, Professor, Department of Chemistry, IIT Roorkee
		3. Shri Sumant Sihna, Chairman & CEO, Re New Power, New Delhi
		4. Additional Secretary/Joint Secretary (TE) MHRD
6.	IIT Kanpur	1. Prof. T. N. Singh, Department of Earth Science & Engineering, IIT Bombay
		2. Prof. Uday Shankar Dixit, Department of Mechanical Engineering, IIT Guwahati
		3. Shri Deepak Ghaisas, Chairman & Chief Mentor, Gencoval Strategic Services Pvt. Ltd., Andheri, Mumbai
		4. Prof. Additional Secretary/Joint Secretary (TE), MHRD
7.	IIT Bhubaneswar	1. Prof. V.K. Tewari, Deptt. of Agriculture and Food Engineering, IIT Kharagpur
		2. Cdr. V.K. Jaitely, INS (RTetd) Chairman, C-Cube Consultant,
		3. Shri Harsh Chauha, Founder Shivganga Samagra Gram Vikas Prishad, Jhabue,
		4. AS(TE) MHRD

8.	IIT Patna	1. Prof. Yogesh Singh, Vice Chancellor, DTU
		2. Prof. Kailash Chandra Sharma, Vice Chancellor, Kurukshetra University, Haryana
		3. Shri, Mangesh Joshi, MD, Sanrachna Structural Strengthening Pvt. Ltd.
		4. Additional Secretary/Joint Secretary (TE)MHRD
9.	IIT Mandi	1. Shri Pradeep Kumar Agarwal, Scientist Research Centre Imarat, DRDO, Hyderabad
		2. Shri Krishan Chandra Sharma, Site Head & Senior Vice President, Manufacturing, LUPIN Pharma , Mandideep Bhopal
		3. Shri Hemant Sood, Mg. Director and Promoter, Findoc Investmart
		4. Additional Secretary/Joint Secretary (TE)MHRD

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**Report
on
Medical Insurance
for CFTIs**



सत्यमेव जयते

**14th June, 2018
Government of India
Ministry of Human Resource
Development**

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Preamble

The Seventh Central Pay Commission (7th CPC) was set up by the Government of India to consider the revision of pay scales of Central Government Employees and its recommendations have already been notified and implemented by the government. On the same lines the pay review orders for faculty and non-faculty of CFTIs have also since been issued. For recommending the revision in pay a separate committee was constituted. Out of the 9 recommendations, one was regarding medical insurance for faculty & non-faculty of CFTIs and retiree pensioners too. This was considered in the Empowered Committee in MHRD and recommended. This was also part of the Cabinet Note wherein this issue was to be taken up with Ministry of Finance separately. Accordingly, MHRD constituted a committee under the Chairmanship of Prof. Bhaskar Ramamurthi, Director IIT Madras to look into it and recommend appropriate methodology. The Ministry of Human Resource Development (Department of Higher Education) vide its Order No.15-5/2018-TC dated 04.04.2018 constituted the following Committee in respect of Centrally Funded Technical Institutions (CFTIs) to consider the medical insurance scheme for faculty, non-faculty & retirees as below :

Director, IIT Madras, Prof. Bhaskar Ramamurthi	....	Chairman
Director, IIT Bhubaneswar	....	Member
Director, NIT Agartala	....	Member
Director, NIT Goa	....	Member
Director, IISER Mohali	....	Member
Director SPA Delhi	....	Member
Director IISc Bangalore	....	Member
Dy. Secretary (TC)	....	Member Secretary

The Committee was to submit the report within 4 weeks. However, as information had to be gathered from other institutions too it was later extended by 6 more weeks. Accordingly, the committee met through Video Conference and has finalized the report which is discussed below. These recommendations would be applicable only to the Centrally Funded Technical Institutions i.e. IITs, NITs, IIMs, IISERs, IIITs, IISc Bangalore, NITIE, Mumbai, SPAs, NIFFT Ranchi, CIT Kokrajhar, SLIET Longowal, NERIST, Itanagar, GKCIET, Malda and NITTTRs.

The Report

Most, if not all, CFTIs are residential institutes with hostels for students, and residential quarters for a large fraction of the faculty and staff. A significant fraction of the CFTIs are in relatively remote locations.

Given the imperative of providing healthcare to a large student body, the campuses have clinics or small hospitals which are similar to primary health centres and in many cases, with some facilities similar to secondary hospitals (a few beds, casualty ward, etc.). The hospitals/clinics have duty doctors and nurses, and some specialists make periodic visits for consultation. A pharmacy dispenses medicines, and samples are aggregated for lab tests carried out elsewhere.

Since the captive clinic/hospital is needed for the large student body, the faculty/staff and their eligible dependents are also provided outpatient care at these clinics including medicines and many tests. This obviates the need to provide reimbursements (as per rules) for outpatient care in external private clinics/hospitals, except for occasional tests such as X-rays, scans, etc. and some specialist consultations for which the facilities may not be available in the campus clinic/hospital.

The campus clinics/hospitals, even when they have a few beds to handle cases of fever, etc., however, cannot handle hospitalization for more serious illnesses or for surgery. Patients who need hospitalization for in-patient treatment must get admitted in private or government hospitals in the nearest town or city. The costs incurred for such hospitalization of employees and their eligible dependents are reimbursed by the CFTIs as per rules. In the case of students, hospitalization is usually taken care of by parents/guardian. In some CFTIs, students are paying for group medical insurance for such critical care.

Thus, health benefits that are available for employees of CFTIs and eligible dependents can be split into two parts: outpatient care and in-patient (hospitalization) care. The former is best provided through the campus clinic/hospital with only limited need to go elsewhere for some sophisticated tests etc. The need for re-imbursements is limited to these few outsourced services in the case of outpatient care. However for in-patient treatment that requires hospitalization, re-imbursement is provided to employees as per rules for hospital room rent, tests, surgeries, medicines, etc.

Currently, retirees of CFTIs do not get any outpatient care at the campus clinic nor do they get re-imbursed for hospitalization. Provision of insurance for hospitalization for retiree and spouse has been a long-pending request from retirees.

Group Medical Insurance

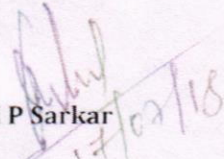
In the last decade, increasingly attractive group medical insurance schemes have become available across the country. These schemes boast of cashless treatment in hundreds of accredited hospitals throughout the country and third-party management of the insurance claims. Coverage is available even for pre-existing conditions with very few, if any, exclusionary clauses. Patients are free to go to the hospitals and doctors of their choice. There are many nationwide providers of such group medical insurance and there is healthy competition.

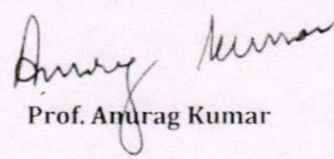
Analysis of the annual premium for such group insurance schemes indicates that the cost is comparable to the amounts being reimbursed for hospitalization at various CFTIs. Given the seamless operation of these insurance schemes and the wide choice offered to the patients of hospitals and doctors, it is worth considering group medical insurance as an option for care needing hospitalization instead of re-imburement of actuals as per rules.

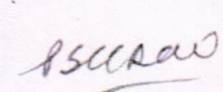
Recommendations

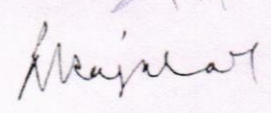
1. Each CFTI to provide out-patient care to its employees and eligible dependents through the campus clinic/hospital, with re-imburement restricted to references made to consultants and diagnostic facilities outside by the medical officers of the campus clinic/hospital when the required expertise/facilities are not available in-house. A new CFTI can enter into service agreements with hospitals/clinics for outpatient services till their own campus clinic/hospital is ready for operation.
2. For in-patient hospitalization, each CFTI is to be permitted the option of either reimbursing hospital bills of employees as per extant rules or opting for group medical insurance. This option must be exercised for **all** employees and their dependents for a full year, i.e., in a given year, all employees to be provided either re-imburement as per rules or all employees and eligible dependents to be provided group medical insurance.
3. Based on data from an established IIT on medical re-imburements for hospitalization in recent years, it is found that cost per employee and their eligible dependents works out for 2016-17 to about Rs 17000 per year per employee. It is proposed that payment of group medical insurance premium may be permitted up to Rs 18000 per employee (and their eligible dependents) per annum **in lieu of re-imburement for hospitalization**. The scheme may include provision for additional coverage to be taken by individual employees on payment of extra premium from their salary. If a CFTI opts for group medical insurance in a particular year, no hospitalization bills will be reimbursed for employees or their eligible dependents during that year.

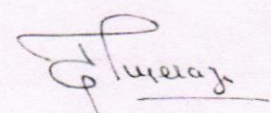
4. It is recommended further that the eligible premium per employee per year be indexed to the DA, since healthcare costs and therefore the insurance premium (or reimbursable hospitalization bills) will rise with inflation.
5. It is further recommended that if the CFTI opts for providing group medical insurance, they may extend the same insurance cover as provided for employees also to retirees and their surviving spouses. Experience from some CFTIs shows that it is possible to obtain such combined group medical insurance for employees and retirees, without age restrictions or any other extra limitations for the retirees, at similar premium rates as for employees alone.
6. Several CFTIs may band together to increase their group size and obtain a better insurance policy. The tendering can be done jointly for several CFTIs and can be undertaken on their behalf by one of the CFTIs. Since claim management is by third-party and accredited hospitals are countrywide it is easy to float such a combined tender.

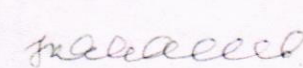

Prof. Debi P Sarkar

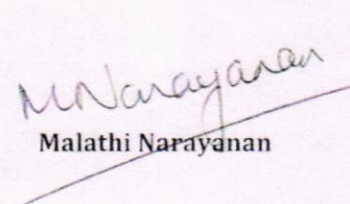

Prof. Anurag Kumar

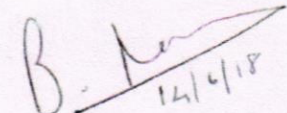

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