

UNIVERSITY OF HYDERABAD STAFF UNION
(Regd No. A-952/84)

- The Banner That Leads and Guides -

Date: 07.03.2019.

Open Challenge to the Vice – Chancellor

The Vice – Chancellor vide his orders dated 20.02.2019 .has described our legitimate demands as unreasonable and illegal. In this context, we challenge the Vice – Chancellor to prove our demands as illegal and unreasonable.

Whereas, we challenge that the Vice-Chancellor has done the following things which are illegal, unreasonable, undemocratic, unethical and unconstitutional. We are ready for open debate at any given point of time and date, as decided by the VC on the below misdeeds.

1. The appointment of Ms. Soujanya as Junior Professional Assistant in our IGM Library is totally illegal. Her candidature was not recommended by the Screening committee constituted for the purpose owing on the ground that she has crossed the age limit as prescribed. She is the daughter of former employee of IGM Library who is very close associate of UHNTEA. She has applied under General category and she has not mentioned in her original application stating, she is suffering from disability. After she has joined on duty, which is illegal, University authorities have sanctioned the double amount of transport allowance which is also illegal. We brought this matter to the notice of Vigilance Cell of UGC/MHRD. The Vice-Chancellor is afraid of taking action based on the directions received from UGC/MHRD Vigilance Cell.
2. Sri Krishna Ram's functioning as OSD in VC's Office is totally illegal. His original designation is Assistant Registrar. University does not have sanctioned post of OSD. As such, how can be appointed as OSD. Further, the present Vice-Chancellor when he was a Professor has made a complaint during the period of Prof. Syed E Hasnain who was Vice-Chancellor and Prof. V. Kannan's period who was Pro Vice-Chancellor stating that when the University does not have any sanctioned position of OSD. how can be Mr. Sadiq Hussain will be appointed as OSD in the VC's Office. Whereas, he has violated his own observation and appointed Mr. Krishna Ram as OSD in his office. Is it not unethical on his part.
3. Sri Krishna Ram, AR/OSD has committed misdeeds related to House Building Advance. He has sold the property without permission from the University and after selling the property he has continued the recovery of HBA from his salary and he has also claimed Income Tax benefits. When the Staff Union has brought this matter to the notice of the administration during Jan 2017, the Vice-Chancellor is saving him by all means. Till date, only recovery with penalty was made and the disciplinary action as per CCS rules is still pending against Mr. Krishna Ram. There are directions from the vigilance cell of UGC/MHRD to initiate necessary disciplinary action as per CCS rules. The Vice-Chancellor is not caring about all these directions. Whereas, the VC has taken actions against Lower cade employees Mr. Raghunath, Office Attendant Mr. Chennakesavulu, Lab Assistant, Ms. Sujatha Veni, JCO and Mr. G. Buchajah Cook for very small mistakes. Why this partiality? Is it not illegal, undemocratic and unethical on the part of the VC?
4. Furthermore, Mr. Krishna Ram is being updated about the developments of his own case and he has permitted to go through the files coming from the Registrar's Office. How a person who has committed financial fraud can be continued in the VC's office and that too in a important position like OSD. Is it not unethical and undemocratic ?

5. Furthermore, because of Mr. Krishna Ram, around 74 employees including Faculty have got memos related to HBA. This was done with the influence of Mr. Krishna Ram. Even the Registrar is afraid of Mr. Krishna Ram. All this known to the VC. Mr. Vice-Chancellor, please tell us is it ethical on your part ?
6. Mr. Krishna Ram, being OSD, should be impartial in functioning in VC's Office. He should treat all the persons, irrespective of their affiliations / individuals equally and whatever they tell him, he should brought the same, as it is, to the notice of the VC and try to help them. Whereas, he is functioning as de-facto VC and he is replying to the persons, as if it is the version of the VC. Everybody including Faculty, Officers and Students are vexed with the behavior of this OSD. This is known to the VC and as elected body, we have brought this matter to the notice of the VC. But, he cared a pin. We don't know what is the relation between the OSD and VC and why he is not taking action on him. We have a doubt. As a VC, he might have directed the OSD to continue to act like this so that everybody is afraid of meeting the VC. (OR) The OSD might have taken the advantage of closeness what he has with the VC and functioning undemocratically, unethically and unreasonably.
7. UHTA is not happy with the functioning of Mr. Krishna Ram as OSD. Officer's Association is also not happy. All the Non-Teaching Staff (except UHNTEA members) are also not happy. All the Student's Unions are also not happy. UH Staff Union has made several request to transfer him from the VC's Office as he is creating problems and spoiling the relation between the VC and the Staff Union. We feel that he is the main culprit for the current situation. Mr. VC, why you are not transferring him from the VC's office as most of the University fraternity is not happy with him. Moreover, he being former office bearer of UHNTEA, he is leaking the information to his close associates which is unethical on his part. Mr. VC Sir, do you have any other relation with him other than official links. Otherwise, why you are afraid of transferring him (OR) why you are so rigid in this issue? For the sake of one person, entire Campus is being spoiled.
8. The Vice-Chancellor is denying to give appointment for the Staff Union elected body representatives from the last 9 months. Why he is afraid of meeting us ? Our Staff Union is registered under Trade Union Act and we have every right to question the things when the administration is not listening to us. Since we are betrayed by the VC, there is no other alternative except to conduct Gherao in front of the VC's Office in a democratic way. If VC thinks, he is doing and taking action on all the issues brought to the notice of the administration, why he is afraid to tell that to us? The Registrar has conveyed that the VC has given appointment to meet the Staff Union Office bearers on 26.02.2019 and after two days, he has issued Memos to around 42 Staff Members. How can we sit on discussions when we have got the Memos. Mr. VC, is it ethical on your part to serve memos to the members of the Staff Union when they have responded to the call given by the Staff Union? How can the VC orders to issue memos to the Staff members through proper channel?
9. The appointments of Section Officer on deputation in our University is totally done illegally. These two women employees have attended the interview for the positions of Senior Assistant as well as Section Officer. The Interview committee has categorically said that they are not found suitable for Senior Assistant position and recommended for SO position. Mr. Vice-Chancellor how it is possible a candidate who is not found suitable for GP Rs.4200/- position can be found suitable for a higher position of GP Rs.4600/-. This was done under the influence of the VC as it is learnt that one of the candidate is very close relative of the VC. Mr. VC, please tell us is it done as per rules ?

10. These two deputation employees are originally from AP State Government.. They do not have any knowledge about Central Government Service (CCS) Rules, Recruitment Rules, Purchase policy etc. They were just interviewed for a 10 minutes period and they were appointed. Whereas, when it comes to the question of awarding promotions under Merit quota, the regular employees were forced to attend written test for 2 hours period. Is it ethical on the part of the University to conduct only interview for the deputation candidates ? All this is happening under the influence of the VC. Mr. VC can you tell us how far it is justified to appoint them.
11. Now, the tenure of these candidates has been extended up to July 2019 though there are no vacancies in SO positions. The notings have gone right from the dealing assistant, SO, DR of E-II Section, IAO and to the Registrar level recommending for extending their tenure against the vacancies of Private Secretary. No rules support this action. All these happening with the influence of VC. VC can you please tell me how far it is justified.
12. Telephone operators are promoted to the post of Office Assistant without following RR. University has completely removed the cadre of Telephone operators without the permission of the UGC and now the University does not have any person working as Telephone operator. As per the rules, permission of UGC is needed for such things. But, this VC has done this, violating all the rules, because one of the telephone operator is an office bearer of UHNTEA. Mr. VC, can you please tell me whether the rules are followed in this case. When we requested to do similar things pertaining to other cadres, like Laboratory, Engineering etc., he is vehemently refusing saying that UGC permission is required. Mr. VC, how far your reply is justified ?
13. University authorities during March, 2018 have awarded GP of Rs.5400/- to 2 Nos of the employees working in IGM Library quoting UGC letter of the year 1985 which belongs IV Pay Commission period This favour was done by the VC as the candidates belongs to UHNTEA. Frankly speaking, University needs to refer this case to the UGC and with their approval only, the eligible staff should be awarded the GP Rs.5400/-. Mr. VC, can you please tell me whether you have followed the rules and regulations in this case?
14. When the Staff Union has brought the notice of the administration stating there are 8 employees who are senior to the above 2 Nos. candidates and who have retired from the service and 8 more employees who are junior to them and presently working are (Total 16 Nos. candidates) also eligible to get GP of Rs.5400/-, VC has simply appointed a committee under the chairmanship of Prof. Rajasekhar, SMS in Oct 2018 to look into the matter. There is no time framed fixed for this committee. Suppose, if we have not pointed out, those 2 employees might have got lakhs of rupees as arrears. This means, no rules will be followed if VC favorites are there. Mr. VC, is it ethical on your part ?
15. The Review Committee appointed to look into the issues brought by the Staff Union made their recommendations stating that in the absence of ban imposed by the Government of India on direct recruitment, the vacancies under direct recruitment can be filled internally, in case if feeder cadre is available. These recommendations are approved by the VC at the time when the Staff Union had discussed the issue with the VC on 20.08.2018. But, all of sudden, when the DPC files are referred to him, based on the recommendations of Review Committee, the VC has turndown his own approval. Everybody knows that from the year 1992 onwards, no direct recruitment was done, particularly in the Ministerial cadre. The objection is that the VC thinks that any proposal of the Staff Union should not be approved and the Staff Union should not get any name. The VC is afraid about UHNTEA. Otherwise, how he has turndown his own approval (OR) UHNTEA is impressing upon VC not to approve this demand as they

think that if it is done, they will not win in the elections, in future. Mr. VC is it ethical on your part ?

16. The Staff Union has won in the verification elections during May, 2018. Now, from the last 9 months, the Vice-Chancellor has given appointment to the Staff Union only 2 times. Whereas, during the tenure of UHNTEA, they used to get appointment every month and also on regular times. The dairy of the VC or CC TV footage of the VC's Office and VC's Lodge are witness for this. VC likes UHNTEA and our win in the elections does not liked by the VC. The VC is showing complete partiality towards Staff Union. Mr. VC, is it ethical on your part ? .
17. When women employee, who is a widow, made a complaint on one of the DR (F&A) on vulgar abuse/sexual harassment, the VC does not taken any serious action and he was given only warning letter. Whereas, for smaller issues, the disciplinary authority have given major punishment to Mr. Raghu and to Mr. Chennakesavulu. Punishment of two increments with cumulative effect was awarded to Mr. G. Buchaiah by the disciplinary authority. Mr. VC, can you please justify these cases. Smaller complaints, can be resolved by calling the respective candidates and oral grounds, cases can be dropped or a warning letter can be issued. Mr. VC, why you are silent and not taking action against Mr. Tukha Ram for his major crime. Is it not complete favourism?
18. When a sum of more than Rs. 1.00 crore payment was made to a different party who is not supposed to get any payment and when the case is known and there is a fault found against DR (Pay Bills), there is no action on him and the VC has saved him. This DR talks about rules and regulations. In this case, University authorities have removed an out-sourcing employee from the service. Mr. VC, how far it is reasonable ?
19. One of the DR who came on deputation has committed several mistakes in dealing with the Guest House transactions. Staff Union has brought this matter to the notice of the Registrar and they were proved. The VC, without initiating any disciplinary action, has cancelled his deputation and relieved him in middle of month, so that he can join in his parent organization. But, when the DR has requested to continue up to the month end, so that the salary will be regularized, this VC has agreed and relieved him accordingly. This DR has drawn the salary for a period of 15 days without attending any type of duties. Mr.VC, is it not illegal?
20. The telephone operators are eligible to appear Merit test for promotion to the post of Office Assistant as per new RR Whereas, they are promoted to Office Assistant post under seniority quota, completely violating the rules. Now, there is no Telephone Operator cadre exists in our University. For eliminating such cadre, you need to get permission from the UGC. When we questioned this, there is no answer from the administration. Whereas, if you ask similar gesture for the staff working in Compute cadre, regularizing 10 Nos. NMR Temp. Status workers, merging of JCO and CO and awarding GP of Rs.4600/- to the Staff Nurses, the reply from the VC is that we have referred the cases to the UGC and awaiting for the reply. The VC has done the favour to UHNTEA as one of their office bearer working as Telephone Operator was promoted to the Office Assistant, violating the rules. If you ask the other things, he quotes rules. Showing partiality towards the issues raised by the Staff Union. Mr, VC, how far it is justified?
21. Coming to the point of regularizing 10 Nos. NMR Temp. Status, firstly VC has replied that UGC was not informed saying that the University has some Temp. Status workers. He further replied that somehow University is managing internally for paying salaries to these NMR Staff as there is no funding from UGC towards salaries against these employees. When we met him, he promised that he will take up the matter with the UGC as a new Chairman and new Secretary have joined and they can understand the

issue. Later on, when it was discussed, all of sudden, they have pointed out saying that this item was referred to the EC during the year 2016 and they have forgotten to refer the matter to the UGC as per the recommendation of the EC. After 2 ½ years, they have written a letter to the UGC requesting them to consider the case of regularizing these employees. This is the sincerity of the VC about the issues pertaining to NT Staff. Mr. VC is it ethical on your part?

22. University authorities have appointed the person working as IAO as FO In-charge. This person is came from AG Audit on deputation to the post of IAO. As per the rules, same person cannot work as IAO and also as FO because these two positions are contradictory in nature. Nowhere in the world it has happened. But, this VC has done it. As IAO he has to scrutiny the proposal which was referred to him duly looking in to the rules and regulations of FRSR/ UHPP and FO has to approve those proposals based on the recommendations of the IAO. Now, the person is the same on two positions. The same person as IAO will scrutiny the proposal in favour and as FO he clears the file. This VC wants such a favourable person to satisfy his supporting members. Mr. VC, can you please justify this?
23. There was allegation on the previous FO saying that he left the country without taking proper leave and applying NOC. Instead of taking action on him, this VC has relieved him and the same person has got position as FO in Urdu University. Mr. VC, is it ethical on your part?
24. Appointing a retired ACP as our Chief Security Officer is totally illegal. Before his appointment, already University authorities have given a notification to fill the position of Chief Security Officer on deputation basis. Last date was not over, some of employees working in different organizations have applied for the position. As per rules, screening committee should be appointed to scrutiny the applications received and if none found suitable, then only alternative system should be followed. All of sudden, this VC has filled the post with a retired ACP from Telangana Government without following the rules. This VC can do whatever he wants to do – No rules and regulations. Mr. VC, do you have any answer to this point.
25. University has appointed a retired faculty from Philosophy department as Professor-in charge, University Works Department against the vacancy of University Engineer. Much before to this, the same person was continuing in the same position when he was in service also. We don't know how can be a professor from philosophy department and that too after his superannuation, can be appointed as Professor-in charge in the University Works Department. What is the relation between Philosophy subject and the Engineering Department. Because, this VC has appointed him as Professor-in charge, so that it is easy for him to appoint a known person so that he can get his share otherwise, if unknown person is appointed, it is very difficult to get the share. Mr. VC, have you followed any rules in this matter?
26. Lot of mistakes in allotting the Non-Teaching quarters, particularly Group C & D. VC quota is completely misused in favour of UHNTEA persons. As per the rules, VC quota can be filled only if a person has applied and he didn't get the quarter under normal conditions, he can be considered under VC quota when his duties are found essential. Otherwise, VC quota can be used under his discretionary rules. Now, funniest thing is that the Ministerial Staff working in the Chief Warden's Office have got the quarters under VC quota. We don't how the duties of Ministerial staff working in the Chief Warden's Office can be treated as essential? Mr. VC, do you have answer to this point. The Estate Section also first looks at VC quota rather than filling the vacant quarters in other categories. So funny you know?

27. There are no much development works took place in the NT quarters. Whereas, lot of importance is given for Group A and B quarters in repairs / renovations. Why this discrimination? The Staff Union has brought this matter to the notice of the University authorities in a letter format. Basic facilities like Manjeera Water, Generator supply is neglected when compared to Faculty quarters. Why there is no action on the matter reported about NT quarters. Because, VC does not want any action on the matter reported by the Staff Union. Mr. VC, is it ethical on your part?
28. Transferring of the Staff is an issue which is highly criticized by our own NT Staff. As per the practice, Registrar is empowered to transfer the Staff up to Group B (Section Officer and equivalent) in our University and normally in case of Group A Officers, though the Registrar proposes, file will be referred to the VC for his approval and suggestions of VC will be taken into consideration. Whereas, presently in our University, the present Registrar does not have any power to transfer even a MTS / Office Attendant and he is forced to refer the proposal to the VC and after he approves, then the Registrar is issuing office orders. There are cases, when the Registrar has transferred some staff, without the approval of the VC, such orders have been withheld got cancelled. When we raised this issue with the Registrar, he has lifted his hands by saying that the matter related to transfer even an office attendant was seized by the VC. Mr. VC, is it ethical on your part?
29. There are cases some transfers took place when the Chief Warden reported some complaints. Whereas, when the Staff working in the Hostels have made a complaint about a person working in the Chief Warden's office, there is no action. There are many staff members who have completed more than 5 years of service in particular department and as per rules, one should be transferred after completion of 5 years of service. This is not happening in our University. It is happening in case of Staff Union office bearers and the members. No action on UHNTEA members. As per our EC recommendations, one should be transferred after completion of 5 years of service and it is also practice in our University that, on promotion also one should be transferred even though he has not completed 5 years of service. The VC is directly involving in transfer issues. Mr. VC, are you following the rules in the transfer policy?
30. As per the Statues and ordinances of our University, the Registrar is empowered certain administration powers. This VC has completely seized the all powers of the Registrar and is not allowed to act on any issue. The Registrar is there in our University only for name sake. Mr. VC, is it ethical on your part ?
(In the O.M. issued to all the University employees it is clearly stated that Registrar being the Head of the Administrative division directly deals with all administrative matters, in particular all the service matters connected with that of Non - Teaching Staff. But, Registrar himself on many occasions told us that his powers have been seized by the VC and he is not allowed to take any decision particularly Non - Teaching Staff).
31. The old VC lodge is reconstructed/remodified for the purpose of VC's lodge, VC's Office and also some part as VVIP Guest House. Nowhere it is practically happening. Reply is furnished to the Ministry and to the UGC saying that the VC's lodge will be used for the above purposes. Mr. VC, can you please tell us how much revenue is generated towards VVIP Guest House starting from your occupation to till date.
32. Vice-Chancellors of any Central University is equal to Deputy Secretary of Government of India. A Deputy Secretary is eligible for an office car at a cost of Rs.6.00 lakhs. There are guidelines issued by the Government of India in this aspect. But, this VC is enjoying a car worth of Rs. 26.00 lakhs and in fact he is using another car also for his residence purpose. Mr. VC, how can you justify this misuse?
33. This present VC is using 2 persons from local police department as security to him from the last 2 years and their salary and also other expenditure is met from the University

budget. Is it not ex-chequer to the Government of India. Mr. VC, what is your answer to this point ?

34. This VC is also involving himself directly in appointing / removing the out-sourcing staff. All the out-sourcing staff are in tremendous pressure and they are frightened about their duties. They are feeling that their jobs are not secured even though they are functioning at the best of their knowledge. There are incidents that some of the out-sourcing staff have been removed from the service without assigning any reasons even though they have completed more than 10 years of service and this was happened on the wishes of the VC. This VC is also not cared about the directions from the Central Labour Commissioner. Mr. VC, are you functioning democratically?
35. RTI Applications are not properly answered. There is no RTI guidelines circulated through notice boards. University fraternity should know who is CPIO and who is Appeal Authority. There used to be a notice board in the administrative building displaying such things and such notice board was removed in the name of renovation on the directions of the VC. Mr. VC, is it ethical on your part?
36. The Establishment Section-II has misplaced all our representations, particularly, issues related to Engineering Department. Later on, they have collected copies from the Staff Union to look into the matter. And why no disciplinary action has been taken on the responsible person.

There are some more issues. Continuing the same person as Chief Warden for more than 2 years and allowing to function un-constituently and unethically. As we observed, the VC dictate terms to all the officers and directs them to function as per his wishes. Huge expenditure on VC' lodge on security, horticulture, house-keeping, electricity, water etc. Lot of money was spent on renovation of VC's Office.

An Office bearer of UHNTEA has been functioning in F&A for more than 10 years. He was transfer to F&A when he was Office Assistant, he was not transferred when he promoted to Senior Assistant and even he still retained after getting promotion to the Section Officer. Why so importance to him? Do you mean to say no other staff member can attend the duties of that person? Otherwise, what is the understanding between you and him? We think he is also very close associate of Pro VC-II and managing the things.

One more Officer Bearer of UHNTEA has been functioning in College for Integrated Studies (CIS) from the last 8 years. Mr. VC, what is the logic behind for retaining him for more than 5 years. Do you mean to say no other staff member can attend the duties of that person? Otherwise, what is the understanding between you and him?

University has appointed a DEO and also a Professional Assistant for CSSEIP (Centre for the Study of Social Exclusive and Inclusive Policy) which is under School of Social Sciences on regular basis and their services are extended from time to time whenever UGC extend the tenure of the above said Centre. This means, such staff appointed should work in the above said center only. Whereas, University authorities have recently transferred the DEO to the Department of Education and Education Technology. This Department is permanent one and not like as a center. When we have asked the University authorities to regularize the appointments of DEO and Professional Assistant, reply given by them is that their appointments are made only temporary basis and as and when the tenure of the Center is extended by the UGC, their tenure period will also be extended. But, this is not the case about the Faculty appointed to the said center. They have been appointed on regular basis. Mr. VC, why this partiality?

We have one Section Officer working in Telugu Department whose mother tongue is Tamil and does not know how to read and write Telugu language. Whereas, you don't have any Section Officer in the School of Humanities. A Senior Assistant is working in the Dean's office of School of Humanities and a Section officer is working in Telugu Department which is under School of Humanities. We have one more Section Officer working in Centre

for Cognitive Science which is part and parcel of School of Physics. But, Dean's Office, School of Physics does not have a Section officer. Also, important sections like Establishment Section I (Faculty) and Estate / Guest House / Central Tendering Office are managed by the Section officers who are on deputation. Mr. VC, is it ethical on your part and are you following rules and regulations in posting Section Officers?

Recently, the Registrar's Office has issued a circular about constituting a committee for conducting surprise checks of the Non-Teaching Staff members working in the Schools / Departments / Sections. Mr. VC, can you please enlighten the NT community about the adherence of the regulations that are being presently followed in case of availability of Faculty in the Schools / Departments. University authorities are not even collecting Events Statement for the Faculty. In this absence, how the University is releasing the salaries to them? Whereas, in case of NT Staff, University authorities are getting Events statement from all the Schools / Departments / Centers / Sections / Divisions and ensuring their presence and releasing the salary. Mr. VC, why this partiality?

You have taken a decision to call the Staff Union representatives which is elected body only after 5.00 PM and whereas, you were very convenient to call UHNTEA representatives when they were in ruling and you were used to move very freely with them. Mr. VC, why this partiality?

We feel that you don't have any right to continue as VC even for one minute because of your indifferent, unethical, unreasonable, undemocratic and unlawful attitude towards issues of Non-Teaching Employees etc.

In view of the above, we once again challenge you for open debate on the above stated issues at any given point of date and time and as per your convenience. We expect that you will respond to this. Otherwise, it will be presumed that you don't have anything to say and you have accepted the above.


PRESIDENT


GENERAL SECRETARY

To
The Vice-Chancellor
University of Hyderabad.

To
All the Faculty & Non - Teaching Staff of the University

Copy to:

1. The Vigilance Officer, UGC, New Delhi. - with a request to call for records and initiate necessary action on above mentioned issues.
2. The Vigilance Officer, MHRD, New Delhi. -do-
3. The Chancellor, UoH -do-
4. The Rector, UoH
5. The Print & Electronic Media -do-

Note:

The Staff Union will be replying to the Office Memorandum issued by the Registrar's Office vide No. UH/Reg/ 2019/ 9829 dated 06.03.2019 in a day or two. We hereby advise all the Non-Teaching Staff that don't worry about this OM and the Staff Union will give strong and fitting reply.

07/03/19
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