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 Order reserved on - 19/03/2022.
 Order pronounced/ issued on - 12/04/2022.
 Duration-- 00 Year, 08 Months, 18 Days.



**Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur
 BEFORE THE GRIEVANCES COMMITTEE.**

(Presided over by Shri. Arvind J. Rohce, former District Judge.)

Grievance Petition No. 05/2021

Applicant : Shri Gajanan Devidas Chikhalkar,
Grievance Occupation: Service, Age: 56 yrs.
Petitioner R/o Mahila Ashram Quarter,
 Sewagram Road,
 Wardha-442001.

- VARSUS -

- Non-Applicant:**
1. Ankush Shikshan Sanstha,
 through its President,
 345, Shraddha House,
 6th Floor, Kingsway, Nagpur.
 2. G.H. Raison Institute of Engg. &
 Tech. through its Principal/Director,
 Sharaddha Park, B-37/39/1, MIDC,
 Hingna-Wadi Link Road,
 Nagpur-440028.
 3. Rashtrasant Tukadoji Maharaj
 Nagpur University, through its
 Registrar, Jamnalal Bajaj
 Administrative Building,
 Ambazari Road, Nagpur-440033.

ORDER

(Delivered on 12/04/2022)

1.

The Applicant approached this forum under Section 79(1) of the Maharashtra Public Universities Act, 2016 seeking following reliefs.

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- (a) Direct the Respondent No. 1 to forthwith released the salary and arrears of 5th, 6th and 7th Pay Commission amounting to Rs. 34,93,362/- (Rupees Thirty four Lakhs Ninety Three Thousand Three Hundred Three Hundred Sixty Two only) illegally withheld by respondent No. 1.
- (b) Direct the Respondent No. 1 not to stop the payment of salary and other benefits as prescribed by Government of Maharashtra, University Grants Commission and the RTM Nagpur University in Nagpur during the pendency of the said complaint.
- (c) Direct the Respondent No. 1 to not take any coercive steps against the Appellant during the pendency of the instant complaint.
- (d) Direct the Respondent No. 1 and 2 to maintain the service book of the appellant properly.
- (e) Grant any other relief with this Hon'ble Committee may deem fit in the facts circumstances of the case.

2. The Respondent No. 1 is duly registered Public Trust under the Bombay Public Trust Act-1950, which runs various educational institutions including Respondent No. 2 college. Initially Respondent No. 2 college was named as Ankush Shikshan Sanstha's college of Engineering.


3. The Applicant was initially appointed as Library Attendant in Ankush Polytechnic, Wardha run by Respondent No. 1 some times on 06.09.1988 (Annexure-I). Subsequently vide office order dated 06.09.1990, the Applicant was put on probation for a period of 2 years in the same capacity from 01.08.1990. It is stated that vide office order dated 08.01.1992, the Respondent No.1 approved regular pay scale of Rs. 750-12-955-EB-15-1030-20-1150 to the Applicant w.e.f. 01.12.1991 vide (Annexure-II). The Applicant has successfully completed the probationary period and was continued in service w.e.f. 01.08.1992 at Institute of Ankush Polytechnic YCCE Campus Wanadongari, Hingna Road, Nagpur run by the

Respondent No. 1. He thus became permanent/confirmed employee of the Respondents from 01.08.1992 vide office order dated 30/06/1992. (Annexure-III). In due course, the Applicant was granted annual increment as per rules vide office orders (Annexures-IV & V).

4. Subsequently, vide office order dated 08.08.1996 (Annexure-VI), the Competent Authority of Respondent No. 1 granted approval for transfer of the Applicant from the institute of Ankush Polytechnic, Nagpur to the Respondent No. 2 college viz. G.H. Raisoni Institute of Engineering and Technology, Nagpur by upgrading him to the post of Clerk as per the recommendations of the Selection Committee. He was, however, granted / sanctioned consolidated salary of Rs. 2300/- w.e.f. 01.08.1996. The Applicant was accordingly relived and reported at Respondent No. 2 college.

5. It is stated that at the relevant time 5th Pay Commission was being implemented and the Applicant being a permanent employee was entitled to revision of pay scale. However, he was granted pay scale of Rs. 950-1500 w.e.f. 01.10.1996 vide office order (Annexure-VII) dated 07.11.1996 which was further revised to Rs. 1130/- w.e.f. 01.01.2000 vide officer order dated 26.02.2000 (Annexure-VIII).

6. It is stated that the Respondent No. 2 college is affiliated to Respondent No. 3 University and the Respondent No. 1 Society is bound by all the relevant rules including the one framed by All India Council for Technical Education (AICTE).

7. It is stated that initially, the Applicant was appointed on temporary basis on 06.09.1988. However, on completion of probationary period he became full fledged employee and is presently
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working in the capacity as a clerk. It is stated that the Applicant has unblemished service record & no departmental inquiry was initiated against him. He is therefore, entitled to get all the benefits of revision of pay scale as prescribed under 5th, 6th and 7th Pay Commission w.e.f 01.01.1996. He has calculated the arrears as per the chart obtained from internet and seeks Rs. 34,93,362/- towards up-to-date arrears, which is illegally withheld by the Respondents, since the same remained unpaid hence this petition.

8. Notice was issued to the Respondent No. 1 & 2 only, who appeared and by a common reply dated 13.12.2021 all the adverse allegations, averments and contentions raised by the Applicant are denied. It is stated that the Respondent No. 1 being a minority institution, the Applicant is governed by the rules framed by it and he openly accepted the job on a salary paid to him. The claim is not maintainable since the Applicant has not come with clean hands and has concealed material fact from this forum.
9. The Grievance Petition is not maintainable for mis-joinder of University as a party Respondent and the claim for arrears of 5th, 6th and 7th Pay Commission is also barred by limitation. The Grievance Petition is, therefore, liable to be rejected.
10. It is stated that the Applicant approached the University and College Tribunal in Appeal No. N-11/2021 alleging that he has been orally terminated. However, the Respondent No. 1 by the order dated 20.03.2021 has transferred the Applicant and posted him to work at Mahurzari Reseach Centre on deputation. It is stated that till date the Applicant has neither joined on the said post on transfer nor communicated any reason for not joining. He is, therefore, not entitled to any relief since he is absent from duty without any justification, which fact he has concealed.
11. The Applicant during the entire period of service never raised any grievance regarding loss of payment of salary. He was


paid as per rules. Being a minority institution which runs a private unaided college, no relief can be granted to the Applicant as claimed by him, since the Respondents have framed its own rules regarding service conditions of the employees. It is stated that the Applicant accepted terms and conditions of appointment and hence no grievance can be entertained at this stage regarding non-payment of salary as per the revised pay scale.

12. It is stated that the recommendations of the Pay Commissions are not applicable to minority unaided institution, in absence of any order from the State Govt., the claim is, therefore, not maintainable. The Applicant being employee of private unaided minority institution, he is not entitled to relief claim since salary as per rules was already paid to him.

13. It is also stated that the Respondents are not governed by Direction No. 4/2012 promulgated by the Respondent No. 3 and further the Govt. of Maharashtra Notification dated 30.11.2019 by which the recommendations of 7th Pay Commission are made applicable w.e.f. 01.01.2016 to non-teaching staff and other academic staff is also not attracted in this case, since it is applicable to aided institution and not to the employees of private unaided minority institution.

14. It is stated that at present, the Applicant is working under the Society as its employee, on his transfer duly effected on administrative grounds and hence he is not the employee of the college nor appointed by the college. His salary is paid by the society and not by the college.

15. The Applicant has also challenged his deputation/transfer order before the University & College Tribunal and also seeks stay to it. It is stated that inspite of oral direction from this forum during the course of hearing on 18.12.2021 to join the Applicant at Mahurzari, he did not comply. He is, therefore, not entitled to any



relief. The Respondents 1 & 2 are unable to bear huge burden of arrears claimed by the Applicant since it does not receive any grant from the Govt. and has to manage its own affairs out of the fees received from the students admitted to various courses. The Grievance Petition is, therefore, liable to be dismissed.

16. On 19.03.2022 when the matter was called out for final hearing, the members of the Grievances Committee present, heard the Applicant and the reply arguments of Dr. Ashwin Pande, HR (Director) for and on behalf of Respondent No. 1 & 2. The matter was then closed for orders.

17. The members of the Grievances Committee present have carefully gone through the entire pleadings of the parties including rejoinder submitted by the Applicant and various documents produced on record. The members have given thoughtful consideration and held deliberation and discussed the issues involved in the matter.

18. Draft order is then authored by the Chairman and it was circulated to the members present. On their approval, the same is being delivered today in presence of the parties.

19. On the basis of the pleadings of the parties and the material produced on record the following points arise for consideration of this forum and findings recorded thereon is given below:

	<u>Points</u>	<u>Findings</u>
(i)	Whether the Applicant is entitled to reliefs sought on various grounds stated in the petition?	Partly Yes.
(ii)	What Order	As per concluding para

R E A S O N SAs to Point No. 1:

20. The record shows that the Applicant has produced on record number of office orders regarding his appointment, completion of probation and grant of annual increments and his transfer to the Respondent No. 2 college, vide (Annexure-I to VIII). The Respondents have not specifically denied the genuineness of the aforesaid office orders. It is thus obvious that the Applicant initially joined as Library Attendant in Ankush Polytechnic, Wardha and then secured promotion as Clerk. He was paid some amount towards salary sometimes as fixed and sometimes under pay scale. In this petition the Applicant claimed pay scale as per 5th, 6th & 7th Pay Commission that is w.e.f. 01.01.1996 and obviously he has voluntarily given up the claim pertaining to 4th Pay Commission from 06.09.1988 to 31.12.1995. During the period of 5th Pay Commission from 01.08.1996 to 31.12.2005 the Applicant was serving as a clerk.

21. Thus the Applicant was appointed as a clerk w.e.f. 01.08.1996 in Respondent No. 2 college, on his transfer from institute of Ankush Polytechnic, Nagpur and on 22.04.2002 he was further transferred from the aforesaid college to the office of the society that is Ankush Shikshan Sanstha on the existing pay scale vide office order of same date. This follows that from the aforesaid date of transfer that is 22.04.2002 he ceased to be employee of the college, although his pay was protected. In other words, on acceptance of transfer from college to Sanstha i.e. office of the trust, he ceased to be employee of the college and hence became out of the jurisdiction of this forum. Obviously the Applicant has not challenged the said order of transfer and has voluntarily accepted the same. He is, therefore, estopped from challenging the same. We find substantial force in this contention of the Respondents. Obviously this forum has no jurisdiction or the power over the

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management of the society/trust, except the educational activities. For internal management of the society/trust it may have separate staff. It is needless to say that office of the society is different than the office of the college, although, the college is being run by the society. To manage the affairs of the society, it has its own staff clerical as well as non-clerical as stated earlier. Their salary/remuneration is fixed by the Society as per its rules and the recommendations of any Pay Commission are not applicable to such employee of the society unlike that of the college run by the same society. Further, it cannot be denied that the President of the Society has a right to transfer the college employees to the office of society/trust and vice versa on administrative grounds and other exigencies.

22. From the above discussion, it is obvious that at the most the Applicant can seek relief of revision of pay for the period from 01.08.1996 to 22.04.2002 as per 5th Pay Commission for the post of clerk. So far as applicability of 6th & 7th Pay Commission is concerned, the Applicant was not subjected to its jurisdiction, being not the employee of the college. As such there is no question of grant of pay revision as per 6th & 7th Pay Commission to him. It is therefore, not necessary to consider the Government of Maharashtra Notification dated 13.11.2019 by which recommendation of 7th Pay Commission are made applicable to the non-teaching staff in colleges affiliated to R.T.M. Nagpur University.

23. Another objection raised by the Respondents for challenging the claim is that it being a minority and unaided institution, it has its own rules and the teaching and non-teaching staff are not entitled to the benefits of Pay Commission and whatever amount of salary paid to the Applicant so far is as per the rules. We do not find any force in this contention, for the reason that the Respondents have not produced on record any documentary evidence such as the sanction order issued by the competent

department of State Government conferring minority status on the institution.

24. Even otherwise, assuming for a moment that the Respondent No. 2 college is a minority institution, then it is governed by the provisions of Government Resolution No. अशैस-२००८/प्र.क. १३३/२००८/का.-१ dated 04.07.2008, which prescribes conditions for conferment of minority status on educational institutions on the basis of caste/religion and language. Detail provisions are made in which clause 5 speaks about terms and conditions for grant of approval to religious/linguistic minority institution. According to it such unaided institutions have right to admit 51% of students belonging to minority community and it has no right to reject the admission. Further such institutions are free to admit rest of the 49% quota of students belonging to other communities. Further such institutions are not governed by the roster for admission and it is within their discretion to admit students of other communities for professional courses. There is nothing in the aforesaid Government Resolution or any other order of Govt. UGC or AICTE to indicate that the teaching and non-teaching staff employed by minority institutions are not governed by the pay scales prescribed by the Government or its revision on recommendations of Pay Commission.

25. So far as liability of unaided educational institution to pay salary as per pay scale and revision of pay as per recommendations of the Pay Commission, we have come across the decision of the Hon'ble Supreme Court in a case of Secretary Mahatma Gandhi Mission & Another V/S Bhartiya Kamgar Sena & Others (2017) 4 Supreme Court cases 449, in support of their contentions that even unaided institute is liable to pay salary to its employees till its closure. We desire to elaborate this aspect of the case, since it goes to the root of the case.



26. It was a case under Maharashtra Universities Act, 1994 under Section 8(3) and the Rules of 2009 framed thereunder. In that case the non-teaching staff in unaided affiliated college were treated differently in respect of pay revision against their counterpart in aided colleges. This was held to be discriminatory and hence it is obvious that non-teaching staff of unaided and affiliated colleges are also governed by the same pay scale and revision of pay from time to time on acceptance of the recommendations of the Pay Commissions by the Govt. at the interval of every ten years. The Applicant's case is fully governed under said decision. In the aforesaid case, it is further, held that Section 8(3) of the Maharashtra Universities Act, 1994 clearly authorizes the State Govt. to frame rules dealing with service conditions of the employees (both teaching and non-teaching) of various educational institutions. While exercising such powers, it is further held that the State of Maharashtra drew artificial distinction between aided and unaided educational institutions, which is not permissible in law.

27. In the aforesaid decision so far as fee structure is concerned and right of the educational institutions to calculate fees from the students and pay salary to its employees out of it, para 85 to 90 are worth quoting. The same are reproduced here for ready reference.

"85. Another submission of the appellants that is required to be dealt with is that since the appellant does not receive any financial aid from the State, calling upon the appellants to pay its employees in terms of the revised pay scales would be compelling them to perform in impossible task. The appellants submitted that their only source of revenue is the fee collected from the students. Their right

to collect fee is regulated pursuant to judgements of this Court in coherence with T.M.A. Pai Foundation V. State of Karnataka and Islamic Academy of Education V. State of Karnataka. Therefore, if they are compelled to pay their staff higher salaries they would be without any financial resources as they do not receive any aid from the State.


86. On the other hand it is argued by the respondent that the determination of the fee structure and the amount of the fee that could be collected by the appellants from the students is made by the Fee Regulatory Committee and such a body is bound under law and does in fact take into account the various relevant factors in determining the fee structure. It is, therefore, submitted that it is always open to the managements to make an appropriate application before the Fee Regulatory Committee bringing all the relevant factor to the notice of the body competent to determine the fee structure and raise appropriate revenue.

87. At the outset, we make it clear that at least insofar as non-teaching staff are concerned, the appellants have no excuse for making such a submission because in the earlier round of litigation the respondents non-teaching employees of the appellants, though succeeded both before the High Court and this Court in obtaining appropriate directions to the appellant and other authorities to revise the pay scales of the employees in tune with the Fifth Pay Commission, entered into a settlement dated 30-1-2006, the terms of which have already been taken note in this judgement at para 4.

88. Under the said agreement, the management agreed to revise the pay scales from time to time in tune with the revision of the pay scales of the employees of the State. Therefore, the submission of the management in this regard is liable to be rejected on the ground alone.

89. Even otherwise, if the appellants are obliged under law, as we have already come to the conclusion that they are in fact obliged, it is for the appellants to work out the remedies and find out the ways and means to meet the financial liability arising out of the obligation to pay the revised pay scales.

90. In the result, the appeals being devoid of merit are dismissed with no orders as to costs."



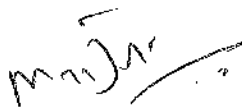
28. It is thus obvious that the institute/society is not absolved of its liability to pay salary to its employees, although it receives no grant from the State Govt. and runs out of the funds raised by way of fees from students. In the event sufficient income is not earned by such Society out of the fees, they have to make provision for raising sufficient funds out of their own sources.
29. From the above discussion, we reject the contention of Respondents that the Applicant is not entitled for benefit of revision of pay as per recommendation of the 5th Pay Commission.
30. It has also come on record that prior to filing of this Grievance Petition, the Respondent No.1 transferred the Applicant to the Research Centre at Mahurzari run by Society, on 20.03.2021, but he did not join there. The record shows that initially the Applicant approached the University & College Tribunal challenging his oral termination since he was not allowed to work in the office of the Society i.e. Respondent No.1 at Nagpur and there after the transfer order dated 20.03.2021, the said proceeding is still pending. It will take its own course and on that count the present Grievance Petition is not liable to be rejected or stayed.
31. From the above discussion, it is obvious that the Applicant is not entitled to get full relief of pay revision claimed by him and he is entitled to get the relief from 08.08.1996 to 22.04.2002 regarding pay revision as per 5th Pay Commission till he was employee of Respondent No. 2 college. There is nothing on record to show that after previous transfer order dated 22.04.2002, the Applicant is repatriated to college at any time and hence since there he again became employee of college and thereby ceased to be employee of society/trust. The subsequent transfer is effected by society as stated by the Respondents. The following operative order is, therefore, passed.

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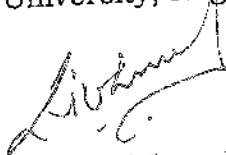
- (a) The Grievance Petition is partly allowed.
- (b) The Applicant is entitled to revision of pay for the post of clerk as per 5th Pay Commission from 08.08.1996 to 22.04.2002 only till the period he was serving in Respondent No. 2 college.
- (c) His pay be fixed accordingly by referring the charts/statements filed by the Applicant as Annexure-1 to Annexure-4 for the aforesaid period, which forms part of this order.
- (d) The arrears be drawn up accordingly and it be paid to the Applicant within 3 months from today in compliance of this order.
- (e) Rest of the claim of the Applicant is disallowed.
- (f) The parties are directed to bear their respective costs of this proceeding.
- (g) The office is directed to forward authenticate copy of this order to both the parties at the earliest for taking necessary steps in the matter as directed above.

Nagpur.

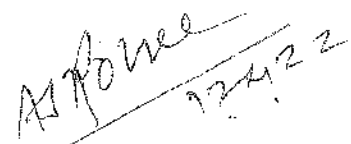
Dated: 12/04/2022.



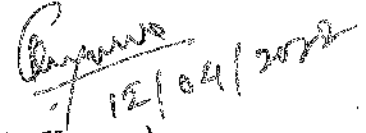
(Dr. Milind Barhate)
Member, Grievances Committee,
RTM Nagpur University, Nagpur



(Dr. Sanjay Kavishwar)
Member, Grievances Committee,
RTM Nagpur University, Nagpur

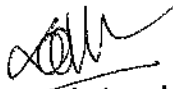


(Arvind J. Rohee)
Chairman, Grievances Committee,
RTM Nagpur University, Nagpur.



(Dr. Nitin Kongre)
Member, Grievances Committee,
RTM Nagpur University, Nagpur

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Superintendent,
Grievances, Ordinance, Statute & Legal Section,
Rashtrasant Tukadoji Maharaj
Nagpur University, Nagpur.

ANNEXURE - I

Arrears pending with the Ankush Shikshan Sanstha, Nagpur. (Year-1996)

Year and Month-1996	Actual Salary	Pay Commision	Amount of Salary credited in the account of the Candidate	Salary balance over Ankush Shikshan Sanstha, Nagpur.	Remark
01/10/1996	Rs. 3132/-	5 th pay	Rs. 2300/-	Rs.832/-	
01/11/1996	Rs. 3132/-	5 th pay	Rs. 2300/-	Rs.832/-	
01/12/1996	Rs. 3132/-	5 th pay	Rs. 2300/-	Rs.832/-	

Total Arrears pending in the year 1996 is: Rs. 2,496/- (Two thousand Four Hundred Ninety Six).

Arrears pending with the Ankush Shikshan Sanstha, Nagpur. (Year-1997)

Year and Month-1997	Actual Salary	Pay Commision	Amount of Salary credited in the account of the Candidate	Salary balance over Ankush Shikshan Sanstha, Nagpur.	Remark
01/01/1997	Rs. 3254/-	5 th pay	Rs. 2300/-	Rs. 954/-	
01/02/1997	Rs. 3254/-	5 th pay	Rs. 2300/-	Rs. 954/-	
01/03/1997	Rs. 3254/-	5 th pay	Rs. 2300/-	Rs. 954/-	
01/04/1997	Rs. 3254/-	5 th pay	Rs. 2300/-	Rs. 954/-	
01/05/1997	Rs. 3254/-	5 th pay	Rs. 2300/-	Rs. 954/-	
01/06/1997	Rs. 3254/-	5 th pay	Rs. 2300/-	Rs. 954/-	
01/07/1997	Rs.3407/-	5 th pay	Rs.2300/-	Rs.1107/-	
01/08/1997	Rs. 4040/-	5 th pay	Rs.2300/-	Rs.1740/-	
01/09/1997	Rs. 4040/-	5 th pay	Rs.2300/-	Rs.1740/-	
01/10/1997	Rs.4135/-	5 th pay	Rs.2398/-	Rs. 1737/-	
01/11/1997	Rs.4135/-	5 th pay	Rs.2398/-	Rs. 1737/-	
01/12/1997	Rs.4135/-	5 th pay	Rs.2398/-	Rs. 1737/-	

Total Arrears pending in the year 1997 is: Rs. 13,785/- (Thirteen thousand Seven Hundred Eighty Five).

ANNEXURE - 2

Arrears pending with the Ankush Shikshan Sanstha, Nagpur. (Year-1998)

Year and Month-1998	Actual Salary	Pay Commision	Amount of Salary credited in the account of the Candidate	Salary balance over Ankush Shikshan Sanstha, Nagpur.	Remark
01/01/1998	Rs.4229/-	5 th pay	Rs. 2398/-	Rs. 1831/-	
01/02/1998	Rs.4229/-	5 th pay	Rs. 2398/-	Rs. 1831/-	
01/03/1998	Rs.4229/-	5 th pay	Rs. 2398/-	Rs. 1831/-	
01/04/1998	Rs.4229/-	5 th pay	Rs. 2398/-	Rs. 1831/-	
01/05/1998	Rs.4199/-	5 th pay	Rs. 2398/-	Rs.1801/-	
01/06/1998	Rs.4199/-	5 th pay	Rs. 2398/-	Rs.1801/-	
01/07/1998	Rs. 4387/-	5 th pay	Rs. 2398	Rs. 1989/-	
01/08/1998	Rs. 4387/-	5 th pay	Rs. 2398	Rs. 1989/-	
01/09/1998	Rs. 4387/-	5 th pay	Rs. 2398	Rs. 1989/-	
01/10/1998	Rs. 4464/-	5 th pay	Rs. 2498/-	Rs.1966/-	
01/11/1998	Rs. 4464/-	5 th pay	Rs. 2498/-	Rs.1966/-	
01/12/1998	Rs. 4464/-	5 th pay	Rs. 2498/-	Rs.1966/-	

Total Arears in the year 1998 is: Rs. 22,791/- (Twenty two Thousand Seven Hundred Ninety one).

Arrears pending with the Ankush Shikshan Sanstha, Nagpur. (Year-1999)

Year and Month-1999	Actual Salary	Pay Commision	Amount of Salary credited in the account of the Candidate	Salary balance over Ankush Shikshan Sanstha, Nagpur.	Remark
01/01/1999	Rs.4784/-	5 th pay	Rs.2498/-	Rs.2286/-	
01/02/1999	Rs.4784/-	5 th pay	Rs.2498/-	Rs.2286/-	
01/03/1999	Rs.4784/-	5 th pay	Rs.2498/-	Rs.2286/-	
01/04/1999	Rs.4784/-	5 th pay	Rs.2498/-	Rs.2286/-	
01/05/1999	Rs.4784/-	5 th pay	Rs.2498/-	Rs.2286/-	
01/06/1999	Rs.4784/-	5 th pay	Rs.2498/-	Rs.2286/-	
01/07/1999	Rs. 4884/-	5 th pay	Rs.2498/-	Rs.2386/-	
01/08/1999	Rs. 4884/-	5 th pay	Rs.2498/-	Rs.2386/-	
01/09/1999	Rs. 4884/-	5 th pay	Rs.2498/-	Rs.2386/-	
01/10/1999	Rs.4998/-	5 th pay	Rs.2586/-	Rs. 2412/-	
01/11/1999	Rs.4998/-	5 th pay	Rs.2586/-	Rs. 2412/-	
01/12/1999	Rs.4998/-	5 th pay	Rs.2586/-	Rs. 2412/-	

Total Arrears pending in the year 1999 is: Rs. 28,110/- (Twenty Eight Thousand One Hundred Ten).

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ANNEXURE-3

Arrears pending with the Ankush Shikshan Sanstha, Nagpur. (Year-2000)

Year and Month-2000	Actual Salary	Pay Commision	Amount of Salary credited in the account of the Candidate	Salary balance over Ankush Shikshan Sanstha,Nagpur.	Remark
01/01/2000	Rs. 5031/-	5 th pay	Rs. 2586/-	Rs.2445/-	
01/02/2000	Rs. 5031/-	5 th pay	Rs. 2586/-	Rs.2445/-	
01/03/2000	Rs. 5031/-	5 th pay	Rs. 2586/-	Rs.2445/-	
01/04/2000	Rs. 5006/-	5 th pay	Rs. 2586/-	Rs.2420/-	
01/05/2000	Rs. 5006/-	5 th pay	Rs. 2586/-	Rs.2420/-	
01/06/2000	Rs. 5006/-	5 th pay	Rs. 2586/-	Rs.2420/-	
01/07/2000	Rs. 5006/-	5 th pay	Rs. 2586/-	Rs.2420/-	
01/08/2000	Rs. 5006/-	5 th pay	Rs. 2586/-	Rs.2420/-	
01/09/2000	Rs. 5006/-	5 th pay	Rs. 2586/-	Rs.2420/-	
01/10/2000	Rs.5121/-	5 th pay	Rs.2697/-	Rs. 2424/-	
01/11/2000	Rs.5121/-	5 th pay	Rs.2697/-	Rs. 2424/-	
01/12/2000	Rs.5121/-	5 th pay	Rs.2697/-	Rs. 2424/-	

Total Arrears pending in the year 2000 is: Rs.29, 127/- (Twenty Nine Thousand One Hundred Twenty Seven).

Arrears pending with the Ankush Shikshan Sanstha, Nagpur. (Year-2001)

Year and Month-2001	Actual Salary	Pay Commision	Amount of Salary credited in the account of the Candidate	Salary balance over Ankush Shikshan Sanstha,Nagpur.	Remark
01/01/2001	Rs. 5121/-	5 th pay	Rs. 2697 /-	Rs. 2424 /-	
01/02/2001	Rs. 5121/-	5 th pay	Rs. 2697 /-	Rs. 2424 /-	
01/03/2001	Rs. 5121/-	5 th pay	Rs. 2697 /-	Rs. 2424 /-	
01/04/2001	Rs. 5121/-	5 th pay	Rs. 2697 /-	Rs. 2424 /-	
01/05/2001	Rs. 5121/-	5 th pay	Rs. 2697 /-	Rs. 2424 /-	
01/06/2001	Rs. 5121/-	5 th pay	Rs. 2697 /-	Rs. 2424 /-	
01/07/2001	Rs. 5121/-	5 th pay	Rs. 2697 /-	Rs. 2424 /-	
01/08/2001	Rs. 5121/-	5 th pay	Rs. 2697 /-	Rs. 2424 /-	
01/09/2001	Rs. 5121/-	5 th pay	Rs. 2697 /-	Rs. 2424 /-	
01/10/2001	Rs. 5355 /-	5 th pay	Rs. 2830/-	Rs.2525/-	
01/11/2001	Rs. 5355 /-	5 th pay	Rs. 2830/-	Rs.2525/-	
01/12/2001	Rs. 5355 /-	5 th pay	Rs. 2830/-	Rs.2525/-	

Total amount of Arrears pending in the year 2001 is: Rs. 29,391/- (Twenty Nine Thousand Three Hundred Ninety One).

Y/L

ANNEXURE - 4

Arrears pending with the Ankush Shikshan Sanstha, Nagpur. (Year-2002)

Year and Month-2002	Actual Salary	Pay Commision	Amount of Salary credited in the account of the Candidate	Salary balance over Ankush Shikshan Sanstha, Nagpur.	Remark
01/01/2002	Rs. 5424/-	5 th pay	Rs.2830/-	Rs. 2594/-	
01/02/2002	Rs. 5424/-	5 th pay	Rs.2830/-	Rs. 2594/-	
01/03/2002	Rs. 5424/-	5 th pay	Rs.2830/-	Rs. 2594/-	
01/04/2002	Rs.5518/-	5 th pay	Rs.2830/-	Rs.2688/-	
01/05/2002	Rs.5518/-	5 th pay	Rs.2830/-	Rs.2688/-	
01/06/2002	Rs.5518/-	5 th pay	Rs.2830/-	Rs.2688/-	
01/07/2002	Rs. 5595/-	5 th pay	Rs. 2830/-	Rs. 2765/-	
01/08/2002	Rs. 5595/-	5 th pay	Rs. 2830/-	Rs. 2765/-	
01/09/2002	Rs. 5595/-	5 th pay	Rs. 2830/-	Rs. 2765/-	
01/10/2002	Rs. 5718/-	5 th pay	Rs. 3220/-	Rs. 2498/-	
01/11/2002	Rs. 5718/-	5 th pay	Rs. 3220/-	Rs. 2498/-	
01/12/2002	Rs. 5718/-	5 th pay	Rs. 3220/-	Rs. 2498/-	

Total amount of arrears pending in the year 2002 is: Rs. 31,635/- (Thirty One Thousand Six Hundred Thirty Five).

Arrears pending with the Ankush Shikshan Sanstha, Nagpur. (Year-2003)

Year and Month-2003	Actual Salary	Pay Commision	Amount of Salary credited in the account of the Candidate	Salary balance over Ankush Shikshan Sanstha, Nagpur.	Remark
01/01/2003	Rs 5796/-	5 th pay	Rs.3220/-	Rs.2576/-	
01/02/2003	Rs 5796/-	5 th pay	Rs.3220/-	Rs.2576/-	
01/03/2003	Rs 5796/-	5 th pay	Rs.3220/-	Rs.2576/-	
01/04/2003	Rs.5945/-	5 th pay	Rs.3220/-	Rs.2725/-	
01/05/2003	Rs.5945/-	5 th pay	Rs.3220/-	Rs.2725/-	
01/06/2003	Rs.5945/-	5 th pay	Rs.3220/-	Rs.2725/-	
01/07/2003	Rs.5945/-	5 th pay	Rs.3220/-	Rs.2725/-	
01/08/2003	Rs.5945/-	5 th pay	Rs.3220/-	Rs.2725/-	
01/09/2003	Rs.5945/-	5 th pay	Rs.3220/-	Rs.2725/-	
01/10/2003	Rs. 6072/-	5 th pay	Rs.4150/-	Rs. 1922/-	
01/11/2003	Rs. 6072/-	5 th pay	Rs.4150/-	Rs. 1922/-	
01/12/2003	Rs. 6072/-	5 th pay	Rs.4150/-	Rs. 1922/-	

Total Amount of the Arrears in the year 2003 is: Rs. 29844/- (Twenty Nine thousand Eight Hundred Forty Four).

[Signature]