

RULES FOR MERGING/ABSORBING OF EMPLOYEES (Approved by the Executive Council vide agenda no. 22 in its 35th Meeting held on 30.12.2019)

RULES FOR MERGING/ABSORBING OF EMPLOYEES APPOINTED/ ENGAGED ON DEPUTATION IN PT. B.D.S. UHS, ROTHAK FROM OTHER GOVT. DEPARTMENT/ INSTITUTIONS/UNIVERSITIES

- 1. Absorption/ Merger:** The absorption of an employee posted/ transferred/ borrowed or on deputation to university from any State/Central Government or any other autonomous body/ Govt. Institutes may be allowed for absorption/ merger from post to post (on the same post) on the request of concerned employee after completion of five year of deputation/ posting/ transfer having satisfactory record during this period, and with the approval/ NOC of his/her parent department, subject to satisfactory record of preceding five years of service; further subject to their having been appointed as per rules in their parent universities and subject to the availability of sanctioned vacant post in University of Health Sciences.
- 2. Continuity of Service:** The employee be considered to have put in continuous service in this University with effect from their date of regular service in respective parent university or any other autonomous body/ Govt. Departments or Institutes.
- 3. Protection of Pay:** Basic pay and date of increment of the employees who have joined this university from any recognized university or any autonomous body from post to post (same post) will be protected in this university. No extra remuneration or increment will be given. The employees who have joined on higher post in this university will be entitled only minimum of the basic pay of the pay scale of higher post. The pay of the employee who were already drawing higher basic pay in their parent university/ institute their pay will be protected. However, no absorption should be considered on higher post.
- 4. Seniority:** On merger/ absorption, the employees posted/ transferred or on deputation, the seniority shall be fixed from the date of merger/ absorption.
- 5. Earned Leave and Medical Leave:** The leave accrued to the employee be transferred to this university from their parent universities/ Govt. Departments or Institutes provided the financial liability on this account is borne by the parent universities/ Govt. Departments or Institute up to the date of absorption and transferred to this University.
- 6. Gratuity:** For the purpose of gratuity the total service may be considered as sum of service put in this university as well as the number of years which the concerned employee had become entitled to in the parent Universities/ Govt. Departments or Institutes prior to being taken on deputation/ posted/ transferred in this University. The financial liabilities on this account may also be transferred from the parent universities/ Govt. Departments or Institutes to this University. However, the State Govt. employee will be exempted for transfer of their financial liabilities to University of Health Sciences, Rohtak.
- 7. Pension/ NPS:** The employees who were on pension in their parent university/ institute will continue to be on pension with a provision that for this purpose their service will be considered as total service rendered here as well as to which they had become entitled to in their parent universities/ Govt. Departments or Institutes. The employees under NPS will continue to Govern under NPS Rules.
- 8. GPF/GIS:** The employees who are governed by old pension scheme having GPF account, their GPF amount will be transferred to University of Health Sciences by the concerned Department/ University/ Institute. The GIS amount of the employees will also be transferred to University of Health Sciences by the concerned Department/ University/ Institute.

9. Service Rules: The employee from the date of their absorption in the service of this University will be governed by the Act, Rules and Regulations of this University as are framed and made applicable from time to time.

10.Permanent absorption of the employee on posting/ transfer or on deputation from other recognized universities/ Govt. Institutes in the service of this University will inter-alia be subject to the factual information furnished by them at the time of their applications forwarded to this University by their parent universities/ Govt. Departments or Institutes, to be corrected as per their original service record available with their parent universities/ Govt. Departments or Institutes.

Note:-If any point is not covered under the above rules, the State Govt. rules will be applicable.

REFERENCES OF AMENDMENTS/INSERTIONS/SUBSTITUTIONS

1.Amended by EC in 49th meeting held on 24.05.2023 vide Agenda Item No.49.19

