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Ref: CHR 16145

Date: October 31, 2009

To,
Dr. (Ms.) Nidhi Didwania
H. No.-334, Sector-22
NIT, Faridabad
Tel No.- 09971815521

Subject: **LETTER OF APPOINTMENT AND TERMS & CONDITIONS OF APPOINTMENT**

Dear Dr. (Ms.) Nidhi Didwania,

Please refer Letter of Offer issued to you vide letter no. CHR 8459 dated October 29, 2009 on the subject 'Offer of Appointment'. We are pleased to inform you that subsequent to your interview by the Selection Committee, you have been appointed for the post of "Assistant Professor-Biotechnology w.e.f. 31st October 2009" at Faculty of Engineering and Technology in Manav Rachna International University. Your Salary, designation & service conditions at MRIU will be governed as follows:

1. You shall be placed in the pay band of PB-2 15600-39100 (Grade Pay-6000) with basic pay of Rs. 21600/- (Rupees Twenty One Thousand Six Hundred only). Your total emolument as per present policy shall be as under:

Basic Pay	21600
Dearness Allowance	3456
HRA	4320
MA	500
Total Gross Pay (per month)	29876

2. Next date of your increment shall be 1-January-2011 and you shall be given increments as per policy of MRIU as notified from time to time.
3. The other Terms and Conditions of your appointment shall be as under:
 - a) **Type of Appointment and Probation:** Your appointment shall be on regular basis. However, you will be on probation for a period of one year from date of joining your duties. Your performance will be reviewed from time to time during this period and you will be considered for confirmation accordingly. If your work and conduct is found to be up to the mark, you shall be confirmed on the post of your appointment within a period of three months from the date of completion of one year of service with effect from this date. However, If no letter of confirmation is issued to you, you shall not be deemed to have become regular. In case you are not confirmed formally after completion of one year of service, the probation may be further extended for a period of one more year. In this eventuality, your work and conduct shall be reviewed periodically during this period. You will be considered for confirmation on the completion of 2 year of service based upon your appraisal and will confirmed from the date succeeding the completion of 2 year of service, if your service and conduct is considered up to the mark.



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If your service and conduct is not considered up to the mark your services shall be dispensed with immediately without giving any notice or an opportunity for hearing. In case, you intend to resign from the service during probation period, you would be required to give at least one month notice or deposit one month's salary in lieu thereof. Similarly, the University may dispense with your services during the probation period without assigning any reason by giving you one month's notice or paying your one month's salary in lieu thereof.

- b) **Place of posting:** Initially, your place of posting shall be MRIU and you will report to Executive-Director and Dean, FET. However, you may be transferred at any other place within India or abroad on the rolls of University or otherwise in the interest of work.
- c) **Duties:** Your duties will be as assigned by the authority of the University as designated by the Board of Management. Unless otherwise expressly provided for, your whole time shall be at the disposal of the University and you shall serve the University in such capacity and in such a manner and at such a places as you may, from time to time, be directed by the university.
- d) **Conditions of Service:** You will be governed by the Conditions of Service as applicable to your post as notified in the relevant Ordinance(s) / Rule(s), copy of which is available in the office of the Registrar of the University for your perusal.
- e) **Supervision and Secrecy:** You will work under the authority as designated by the Board of Management from time to time. You will carry out instructions given to you by your Superiors in connection with the work assigned to you diligently and satisfactorily and perform your duties to the best of your ability and in the best interest of the University. You will not at any time or times, without the consent of the University disclose, divulge or make public except under legal obligations, any of the policies, processes of the University, whether the same may be confided or become known to you in the course of your service or otherwise.
- f) **Attendance:** You will be required to observe a six days working schedule (Monday to Saturday) as per policy and your hours of attendance shall be regulated to suit duties entrusted to you from time to time. You will be required to mark your attendance regularly as per policy of the University.
- g) **Outside Occupation:** While in service you will be a full time employee of the University, and as such you will not directly or indirectly engage in any other employment /business, trade, profession, and / or private tuition or other work to which any emolument or honorarium is attached, part time or otherwise. However, this prohibition shall not apply to the work undertaken in connection with examination of other Universities / Institutes, Apex / Statutory Bodies, Public Service Commissions or to any literary work or publication or TV / Radio Talk or Extension Lecture etc. Vice Chancellor / Board of Management may permit any other academic work on specific request. You will not leave your station of posting without prior approval of the competent authority even on holidays.
- h) **Studies:** While in the service of the University, you will not engage yourself in any studies or professional courses full time, without prior written permission of the competent authority, which shall be granted at the sole discretion of the University. However, you may engage yourself for studies / professional courses part time or through Distance Education / On line/ e-learning etc. provided that it does not hampers your performance in the discharge of your normal duties. You may be permitted to undertake studies / professional courses full time as per policies of the University as notified from time to time.



- i) **Communication:** Any communication sent by prepaid registered post at your address, as intimated by you in writing from time to time shall be deemed in all circumstances to have been received by you within three days of the dispatch irrespective of the fact that you do or do not in fact receive the said communication. Your address for the purpose of this clause shall be as notified in the record of the University at the time of your appointment. Any change in the said address must be furnished by you in writing and a receipt for recording the said change must be obtained by you from the University.
- j) **Code of Conduct:** You will observe the Code of Conduct notified by the University and professional ethics as required from you in the discharge of your normal duties as notified by University Grants Commission or otherwise. If you are found to be engaged in misconduct, insubordination, criminal breach of trust or any act or conduct detrimental to the interests of the University or act of moral turpitude or indiscipline, your services may be dispensed with without giving any notice but not before giving you an opportunity to present your case. However, in such case, decision of the competent authority shall be final.
- k) **Payments and disputes :** All payments under this offer of employment or otherwise shall be due and payable only at Faridabad or the place of your posting, if otherwise. Any dispute related to payment of dues or otherwise shall be subject to the jurisdiction of courts of Faridabad / Punjab and Haryana High Court at Chandigarh only. However, any dispute arising out of your appointment in the University, may be referred to a Tribunal of arbitration, on your request, consisting of one member appointed by the Board of Management, one member nominated by you and an Umpire appointed by the Chancellor. The decision of the Tribunal in such case shall be final and no suit shall lie in any Civil / Labour Court in respect of matters decided by the Tribunal. Every such request shall be deemed to be a submission to arbitration, upon the terms of this provision, within the meaning of Arbitration Act, 1940.
- l) **Adherence to the Byelaws, Ordinance, Rules / Regulations etc.:** You will be bound by the Byelaws, Ordinance, Rules / Regulations etc. of the University as notified for the being in force in the University or notified from time to time in general. You will keep yourself abreast of any change or notification of Byelaws, Ordinance, Rules / Regulations etc. at your own. Ignorance of any such Byelaws, Ordinance, Rules / Regulations etc. shall not provide you any immunity in whatsoever manner.
- m) **Resignation:** You may resign from your services after confirmation by giving minimum three months notice in writing or depositing three months salary in lieu thereof, to the University. Similarly, the Board of Management may also terminate your services without assigning any reason, after giving you three-month notice or three-month salary in lieu thereof. However, this condition shall not be applicable, if your services are dispensed with due to misconduct and / or an act of moral turpitude by giving you due opportunity to explain your position. Moreover, resignation shall not be considered if it is conditional or rendered during the leave period and you shall not be eligible to proceed on leave during the notice period except for Casual / Medical Leave.
- n) **Relieving from duties:** You will be required to handover the charge held by you in the University including equipment, apparatus, books, learning materials, records and such other articles belonging to the University to the person assigned by the competent authority within the notice period and obtain 'No Dues Certificate' from all concerned in writing at all places where you have worked during the service with the University including all Centers / Branches dealing centrally, as prescribed from time to time. You will not get yourself relieved at your own without getting proper relieving certificate from the University.



o) Condition of having more than one spouse: You will not have more than one living spouse until and unless permitted by the Law.

p) Eventuality not covered above: In the matters not covered above, you will be governed by the Byelaws/ Ordinances / Rules / Regulations notified by the University from time to time.

Your appointment is subject to submission of following original documents:

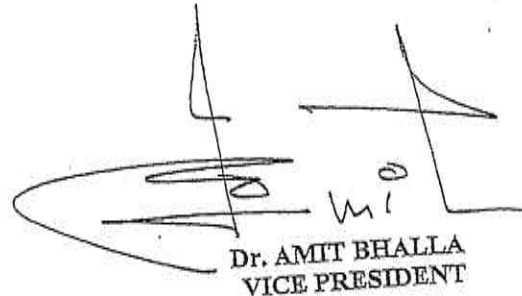
- Medical fitness certificate from Medical Officer designated by MRIU
- Two Character Certificate cum references
- Ten latest passport size photographs.
- Original testimonials / certificates in terms of qualifications and experiences (to be returned after verification immediately) along with two sets of attested copies.
- Proof of last salary drawn in the form of Pay Slip / Certificate or Form-16 as per IT Act issued by the Employer.
- Copy of Passport / PAN Card / Ration Card / Voter ID Card

In case the terms and conditions expressly enumerated hereinbefore are acceptable to you, please sign the duplicate copy of this letter on all pages in token of your having understood the aforesaid Conditions of Service and having accepted the same and return it to the University.

In case of acceptance of this offer, you are required to report on duty on October 31, 2009.

Yours Sincerely,

NCC
Dr. N. C. WADHWA
VICE CHANCELLOR


Dr. AMIT BHALLA
VICE PRESIDENT

I have understood the Terms and Conditions of my appointment as enumerated above and accept the same.

Signature

Nidhi Didwania

Name: Dr. (Ms.) Nidhi Didwania
Designation: Assistant Professor-Biotechnology
Employee Code: 06/01/006/1/039/5000117



Ref: CHR 171423
Date: October 01, 2017

To,
NIDHI DIDWANIA,
Assistant Professor, BIOTECH,
FET

Subject: REDESIGNATION AND REFIXATION LETTER

Dear NIDHI DIDWANIA,

1. The Board of Management is pleased to **redesignate you as "Associate Professor"** and refix your monthly emoluments w.e.f. October 01, 2017. Your Salary, designation & service conditions at MRIU will be governed as follows:
2. You shall be placed in the pay band of PB-4 15600-39100 (Grade Pay-9000) with consolidated pay of Rs.53944 /- (Rupees Fifty Three Nine Hundred and Forty Four Only.). Your total emolument as per present policy shall be as under.

Basic Pay	46400
MA	500
Personal Pay(to be adjusted at time of next review)	7044
Total Gross Pay (per month)	53944

3. Next date of your increment shall be July 01, 2018 and you shall be given increments as per policy as notified from time to time.
4. All other Terms and Conditions of appointment shall remain same as mentioned in Letter No. CHR 16145 dated 31-Oct-2009

loco
Dr. N.C. WADHWA
VICE CHANCELLOR

[Signature]
Dr. AMIT BHALLA
VICE PRESIDENT

I accept above mentioned refixation of my pay.
Signature *Nidhi Didwania* Date: _____
Name: **NIDHI DIDWANIA**
Designation(old): Assistant Professor
Designation(New): **ASSOCIATE PROFESSOR**
Emp. Code (old): 06/01/006/1/035/5000117
Emp. Code (new): 06/01/006/1/034/5000117

