



KURUKSHETRA UNIVERSITY KURUKSHETRA
(Established by the State Legislature Act XII of 1956)
(‘A⁺’ Grade, NAAC Accredited)

NOTIFICATION

The amendments/additions to various Ordinances and Rules & Regulations as per **Annexure-‘A’** pages 1-4 duly approved by the Executive Council of the University in its meeting held on 18.06.2019, are now available on the University Website www.kuk.ac.in for updating the record.

Sd/-
Assistant Registrar (Academic)
for Registrar

RULES GOVERNING THE TERMS AND CONDITIONS OF SERVICE OF THE EMPLOYEES (OTHER THAN THE UNIVERSITY TEACHERS AND THE REGISTRAR)

Chapter-1, Clause 2 of the above rules at page 274 of K.U. Cal. Vol.III, 2007 amended vide Executive Council Resolution No. 9 of 18.06.2019

| EXISTING | AMENDED |
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| <p>2. xxx xxx xxx Note: Wherever “Hindi upto Matric Standard” has been made as one of the essential qualifications for recruitment to a post it shall be read as “Hindi or Sanskrit upto Matric Standard”. It is further clarified that in case a candidate has not done Matriculation with Hindi as one of the subjects, but has done +2/B.A./M.A. with Hindi as one of the subjects, then it may amount to fulfilling the required qualification in this regard for recruitment/ appointment.</p> | <p>2. xxx xxx xxx Note: Wherever “Hindi/Sanskrit upto Matric Standard” OR “Knowledge of Hindi/Sanskrit upto Matric standard” has been made as one of the essential qualifications for recruitment to a post it shall be read as “Matric with Hindi or Sanskrit as one of the subject”. It is further clarified that in case a candidate has not done Matriculation with Hindi as one of the subjects, but has done +2/B.A./M.A. with Hindi as one of the subjects, then it may amount to fulfilling the required qualification in this regard for recruitment/ appointment.</p> |

KURUKSHETRA UNIVERSITY EMPLOYEES FOREIGN SERVICE RULES

The amendment/addition in various clauses of above rules appearing at pages 30-33 of K.U. Cal. Vol.III, 2007, approved vide Executive Council Res. No. 27 dated 18.06.2019

| EXISTING | AMENDED |
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| <p>11. (a) Where employment on foreign service involves a change of station the employee shall be entitled to joining time of six days, plus actual days of journey.</p> <p>(b) When holiday(s) follow(s) joining time, the normal joining time may be deemed to have been extended to cover such holiday(s).</p> <p>(c) The competent authority may, in special circumstances, reduce the joining time admissible under this rule.</p> <p>15. The employee will be entitled to claim from his foreign employer pay for the joining time prior to joining and after relinquishment of the assignment in foreign service and travelling allowance for journey to his place of posting in foreign service and for return journey to the University on completion of his deputation as admissible under the rules of the foreign employer.</p> | <p>11. Joining time, joining time pay and transfer travelling allowance- The employee shall be entitled to avail joining time, pay for the period of joining time and transfer travelling allowance both ways on joining the post on foreign service and on reversion therefrom to the parent department, it will be regulated as per provision in Haryana Civil Services Rules or the rules of foreign employer which are more beneficial for the concerned employee. The liability will be borne by the Foreign employer.</p> |
| <p>12. An employee joining foreign service will have the option to get his pay fixed in the pay scale of the post in foreign service under its normal rules, or will continue to draw the same pay and allowances as in the University plus a deputation allowance at the following rates :-</p> <p>(a) 10% of his basic pay subject to a maximum of Rs.100/- when the deputation is in the same station.</p> <p>(b) 20% of his basic pay subject to a maximum of Rs.250/- in other cases.</p> <p>13. The employee shall be entitled to dearness allowance as admissible in foreign service or in the University in accordance with the pay scale for which he opts.</p> <p style="text-align: center;">Provided that the Local Allowance like City Compensatory Allowance, Hill Allowance and House Rent Allowance shall</p> | <p>12. Pay and dearness allowance- During the period of foreign service on the same post or the post of same Grade Pay he/she shall draw pay equal to the pay admissible to him/her in his/her parent department. On transfer to the same post of higher grade pay he/she shall be entitled to higher grade pay. However, on transfer to a higher post of different grade pay, the pay will be admissible to him/her as per provision in Haryana Civil Services(Pay) Rules, 2016. He/She will be entitled to dearness allowance equal to the rate of his/her parent department.</p> |

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| <p>be paid to him as admissible under the rules of the foreign employer.</p> | |
| <p>14. The employee will be entitled to medical allowance or medical reimbursement as admissible under the rules of the foreign employer.</p> <p>Provided that it will not be less than that admissible to him under the University Rules.</p> | <p>13. Medical facilities- The employee shall be entitled to the medical facilities as per provision in the rules of University. If he/she desires, he/she may opt to avail the medical facilities of the borrowing Organization in lieu thereof.</p> |
| <p>15. The employee will be entitled to claim from his foreign employer pay for the joining time prior to joining and after relinquishment of the assignment in foreign service and travelling allowance for journey to his place of posting in foreign service and for return journey to the University on completion of his deputation as admissible under the rules of the foreign employer.</p> | <p>DELETED</p> |
| <p>16. (a) While an employee is in foreign service, contributions towards his Contributory Provident Fund/Pension, Gratuity and Leave Salary, shall be paid to the University by the foreign employer failing which the same shall be paid by the employee himself.</p> <p>(b) The contribution on account of leave salary in respect of an employee in foreign service shall be 11% of the pay drawn in foreign service payable to the University.</p> <p>The contribution may be paid annually within fifteen days from the end of the financial year or at the end of foreign service, if it expires or is terminated earlier failing which interest on unpaid amount of contribution shall be payable to the University at the rate of three paise per day per Rs.100/- from the due date up to the date on which the amount is finally paid by the employee or the foreign employer as the case may be.</p> <p>(c) The contribution towards Contributory Provident Fund (in case of any employee who has opted for Contributory Provident</p> | <p>14. Leave Salary contribution- As per provision in Rule 128 of Haryana Civil Services (General) Rules, 2016 the borrowing Organization shall pay leave salary contribution quarterly within fifteen days @11% of emoluments admissible during the period of foreign service, otherwise after this penal interest @Rs.10/- per day shall be charged. It shall be deposited in the University account.</p> <p>Pension contribution- As per provision in Rule 131 of Haryana Civil Services (General) Rules, 2016 the borrowing Organization shall make payment of Pension Contribution @ _____% of the emoluments in the University account, quarterly within fifteen days otherwise, penal interest @ Rs.10 per day shall be charged.</p> <p style="text-align: center;">OR</p> <p>Matching contribution- The borrowing Organization shall make monthly payment of matching contribution @ 10% of emoluments because _____(Name)_____ is covered under Defined Contributory Pension Scheme.</p> <p>Subscription to Provident Fund or Defined Contributory Pension Scheme- During the period of foreign service, he/she will continue to subscribe his/her General Provident Fund Account or his/her Permanent Retirement Account Number to which he/she was subscribing, before his/her transfer on foreign service in accordance with the rules of such fund.</p> |

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| <p>Fund) and gratuity in respect of an employee shall be payable to the University at the rate of 10% and 1/24 respectively of pay drawn in foreign service.</p> <p>The contribution towards pension-cum-gratuity in respect of any employee, who has opted for pension, shall be payable to the University at the rates prescribed in Annexure-‘C’ referred to rule 10.10 of Pb. CSR Vol. I, Part-I applicable to Haryana Govt. employees and amended from time to time.</p> | |
| <p>17. to 20. xxx xxx xxx</p> | <p>No Change except that these will be re-numbered as 15 to 18</p> |
