

15 -ാം കേരള നിയമസഭ

11 -ാം സമ്മേളനം

നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത ചോദ്യം നം. 5412

05-07-2024 - ൽ മറുപടിയ്ക്ക്

നിഷിന്റെ പ്രവർത്തനം

ചോദ്യം		ഉത്തരം	
ശ്രീ. യു. എ. ലത്തീഫ്		ഡോ. ആർ. ബിന്ദു (ഉന്നതവിദ്യാഭ്യാസ-സാമൂഹ്യനീതി വകുപ്പ് മന്ത്രി)	
(എ)	തിരുവനന്തപുരം ആക്കുളത്ത് പ്രവർത്തിക്കുന്ന നിഷ് സർക്കാരിന്റെ ഏത് കാറ്റഗറിയിൽ ഉൾപ്പെടുന്ന സ്ഥാപനമാണെന്ന് വ്യക്തമാക്കാമോ; അതിന്റെ സർക്കാർ ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമാക്കാമോ;	(എ)	തിരുവനന്തപുരത്ത് ആക്കുളത്ത് പ്രവർത്തിക്കുന്ന നാഷണൽ ഇൻസ്റ്റിറ്റ്യൂട്ട് ഓഫ് സ്പീച്ച് & ഹിയറിംഗ് (നിഷ്) എന്ന സ്ഥാപനം 11.03.1997-ലെ സ. ഉ. (എം.എസ്) നമ്പർ. 7/1997/സാ.ക്ഷേ.വ ഉത്തരവിന്റെ അടിസ്ഥാനത്തിൽ സൊസൈറ്റിയായി രജിസ്റ്റർ ചെയ്ത ഒരു സ്വയംഭരണ സ്ഥാപനമാണ്. സർക്കാർ ഉത്തരവ് അനുബന്ധം 1 ആയി ചേർക്കുന്നു.
(ബി)	പ്രസ്തുത സ്ഥാപനത്തിൽ പ്ലാൻ ഫണ്ട് ഉപയോഗിച്ച് നടത്തിവരുന്ന പദ്ധതി പ്രവർത്തനങ്ങൾ, പുസ്തകങ്ങൾ, ഫർണിച്ചർ, പർച്ചേസുകൾ, നിർമ്മാണ പ്രവർത്തനങ്ങൾ എന്നിവയ്ക്ക് പ്രസ്തുത സ്ഥാപനം സർക്കാരിന്റെ ഭരണാനുമതി തേടാറുണ്ടോ; വിശദമാക്കാമോ;	(ബി)	ഉണ്ട്. നിഷിന്റെ വിവിധ പ്രവർത്തനങ്ങൾക്കായി ബഡ്ജറ്റിൽ പ്ലാൻ ഫണ്ടിൽ വകയിരുത്തിയിരിക്കുന്ന തുക വിനിയോഗിക്കുന്നതിനു നിഷ് മുഖേന സമർപ്പിക്കുന്ന പ്രൊപ്പോസൽ പരിശോധിച്ച് ധനകാര്യവകുപ്പിന്റെ അനുമതിയുടെ അടിസ്ഥാനത്തിൽ വിവിധ പ്രവർത്തനങ്ങൾക്കായി നിഷിന്റെ പി എസ് ടി എസ് ബി അക്കൗണ്ടിലേക്ക് റിലീസ് ചെയ്യുന്നതുകയും ചെയ്യുന്നു.
(സി)	നിഷിൽ സർക്കാർ അംഗീകരിച്ച തസ്തികകളിൽ ജോലിചെയ്യുന്ന സ്കെയിൽ ഓഫ് പേ അനുവദിക്കപ്പെട്ടിട്ടുള്ള ജീവനക്കാർക്ക് പുറമേ വിവിധ തസ്തികകളായി താല്ക്കാലിക ജീവനക്കാരെ നിയമിക്കുന്നത് ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ; പ്രസ്തുത നിയമനങ്ങൾ സർക്കാർ ഉത്തരവിന് വിധേയമായിട്ടാണോ നടത്തുന്നതെന്ന് വിശദമാക്കാമോ; ഇത്തരം താല്ക്കാലിക നിയമനങ്ങൾക്ക് സർക്കാർ അനുമതി നൽകിയിട്ടുണ്ടോ; എങ്കിൽ പ്രസ്തുത ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമാക്കാമോ;	(സി)	ഉണ്ട്. നിഷ് ബൈലോയിലെ ഖണ്ഡം 10 പ്രകാരം പുതിയ തസ്തികകൾ സൃഷ്ടിക്കുന്നതിനുള്ള അധികാരം ഗവേണിംഗ് കൗൺസിലിനും നിയമനം നടത്തുന്നതിനുള്ള അധികാരം പ്രോജക്ട് ബോർഡിനും ആണെന്ന് വ്യവസ്ഥ ചെയ്തിട്ടുണ്ട്. അപ്രകാരം 02.02.2018 ലെ 19-മത് ഗവേർണിംഗ് കൗൺസിലും, 18.09.19 ലെ 21-മത് ഗവേർണിംഗ് കൗൺസിലും അംഗീകരിച്ച തസ്തികകളിലേക്ക്, 18.02.2021 ലെ 98-മത് പ്രോജക്ട് ബോർഡ്, 25.06.2021 ലെ 99-മത് പ്രോജക്ട് ബോർഡ്, 05.05.2022 ലെ 100-മത് പ്രോജക്ട് ബോർഡ് എന്നിവ അംഗീകരിച്ച പ്രകാരം ഭിന്നശേഷി മേഖലയിലെ സേവനങ്ങൾ മെച്ചപ്പെടുത്തുന്നതിനും തൊഴിൽ സാധ്യത വർദ്ധിപ്പിക്കുന്നതിനും വേണ്ട പുതിയ അക്കാഡെമിക് കോഴ്സുകൾ

			നടത്തുന്നതിന് അതതു യൂണിവേഴ്സിറ്റി/ അഫിലിയേറ്റിന്റെ അതോറിറ്റിയുടെ മാനദണ്ഡങ്ങൾ അനുസരിച്ച് അത്യാവശ്യം വേണ്ട ചില താൽക്കാലിക നിയമനങ്ങൾ നടത്തിയിട്ടുള്ളതായി എക്സിക്യൂട്ടീവ് ഡയറക്ടർ അറിയിച്ചിട്ടുണ്ട്.
(ഡി)	നിഷിൾ സർക്കാർ അംഗീകരിച്ച തസ്തികകളിൽ ജോലിചെയ്യുന്ന സ്കെയിൽ ഓഫ് പേ അനുവദിക്കപ്പെട്ട ജീവനക്കാർക്ക് പുറമെ അസോസിയേറ്റ് പ്രൊഫസർ, അസിസ്റ്റന്റ് പ്രൊഫസർ, ലക്ചറർ എന്നീ തസ്തികകളിൽ താല്ക്കാലിക വ്യവസ്ഥയിൽ ജോലിചെയ്യുന്ന ജീവനക്കാരുടെ ശമ്പളം, പ്രമോഷൻ, മറ്റ് സർവീസ് അനുബന്ധകാര്യങ്ങൾ എന്നിവ അംഗീകരിക്കുന്നതിന് പ്രസ്തുത സ്ഥാപനം അനുമതി തേടിയിട്ടുണ്ടോ; വിശദമാക്കാമോ;	(ഡി)	ഉണ്ട്. നിഷിലെ പത്താം ശമ്പള പരിഷ്കരണത്തിനായി സമർപ്പിച്ചിട്ടുള്ള പ്രൊപ്പോസലിൽ നിഷിൾ സർക്കാർ അംഗീകരിച്ച തസ്തികകളിൽ ജോലിചെയ്യുന്ന സ്കെയിൽ ഓഫ് പേ അനുവദിക്കപ്പെട്ട ജീവനക്കാർക്ക് പുറമെ അസോസിയേറ്റ് പ്രൊഫസർ, അസിസ്റ്റന്റ് പ്രൊഫസർ, ലക്ചറർ എന്നീ താല്ക്കാലിക തസ്തികകളും ഉൾപ്പെട്ടിട്ടുണ്ട്. ആയത് സർക്കാർ പരിശോധിച്ചു വരുന്നു.
(ഇ)	നിഷിൾ നടന്നുവരുന്ന ഹിയറിംഗ് എയിഡ് ഉപകരണങ്ങളുടെ വ്യാപാരം ശ്രദ്ധയിൽപ്പെട്ടിട്ടുണ്ടോ; പ്രസ്തുത സ്ഥാപനത്തിന് ഹിയറിംഗ് എയിഡ് വ്യാപാരം നിയമാനുസൃതമായും സ്റ്റോർ പർച്ചേസ് നിയമങ്ങൾ പാലിച്ചുകൊണ്ടും നടത്തുന്നതിന് അനുവാദം നൽകിക്കൊണ്ടുള്ള സർക്കാർ ഉത്തരവുകളുടെ പകർപ്പുകൾ ലഭ്യമാക്കാമോ;	(ഇ)	ഉണ്ട്. നേരത്തെ നിഷ് എംപ്ലോയീസ് ക്രെഡിറ്റ് കോഓപ്പറേറ്റീവ് സൊസൈറ്റി മുഖാന്തരം നടന്നു വന്നിരുന്ന ഹിയറിംഗ് എയിഡിന്റെ supply നിഷ് എക്സിക്യൂട്ടീവ് ഡയറക്ടറുടെ 20.05.2023 തീയതിയിലെ NISH/963/2022-ADMIN നമ്പർ നടപടിക്രമം പ്രകാരം നിർത്തലാക്കുകയും പ്രസ്തുത നടപടിക്രമപ്രകാരം തന്നെ alternative arrangements സംബന്ധിച്ച് ഉത്തരവാകുകയും ചെയ്തിട്ടുണ്ട്. ആയതിന്റെ അടിസ്ഥാനത്തിൽ വിവിധ റീഹാബിലിറ്റേഷൻ സേവനങ്ങൾക്കായി നിഷിൽ വരുന്ന കേൾവിപരിമിതർക്കായി താൽക്കാലിക അടിസ്ഥാനത്തിൽ നിഷ് ഹിയറിംഗ് എയ്ഡ് നേരിട്ട് ലഭ്യമാക്കുന്നുണ്ട്. 21.06.2023 ലെ 25-മത് ഗവേർണിംഗ് കൗൺസിൽ മുമ്പാകെ നിഷ് നേരിട്ട് ഹിയറിംഗ് എയിഡ് വിതരണം ഏറ്റെടുത്തു നടത്തേണ്ടി വന്ന സാഹചര്യം വ്യക്തമാക്കുകയും ഇതിന്റെ അടിസ്ഥാനത്തിൽ ഗവേർണിംഗ് കൗൺസിൽ തീരുമാനപ്രകാരം സ്ഥിരമായുള്ള സേവനങ്ങൾ ലഭ്യമാക്കുന്നതിനായുള്ള പ്രൊപ്പോസൽ നിഷ് എക്സിക്യൂട്ടീവ് ഡയറക്ടർ സമർപ്പിച്ചത് സർക്കാർ പരിശോധിച്ചുവരികയും ചെയ്യുന്നു. ഇക്കാര്യത്തിൽ സർക്കാർ ഉത്തരവ് പുറപ്പെടുവിച്ചിട്ടില്ല.
(എഫ്)	നിഷിലെ ഭരണകാര്യം, ജീവനക്കാര്യം, പദ്ധതി പ്രവർത്തനങ്ങൾ, പർച്ചേസുകൾ, തുടങ്ങിവയ്ക്കേണ്ടി ഭരണാനുമതി നൽകുന്നതിനും സർക്കാരിന്റെ പ്ലാൻ ഫണ്ടിൽ നിന്നും മേൽ പ്രവർത്തനങ്ങൾക്ക് തുക ചെലവഴിക്കുന്നതിനും പരമാധികാരി ആയി	(എഫ്)	നിഷ് ബൈലോവിലെ ഖണ്ഡം 6 (Financial and other powers,) clause 13 (Fund for the Institute) പ്രകാരം നിഷിന്റെ വിവിധ പ്രവർത്തനങ്ങൾക്കായി പ്ലാൻ ബഡ്ജറ്റിൽ വകയിരുത്തിയിരിക്കുന്ന ഫണ്ട് റിലീസ്

പ്രവർത്തിക്കുന്നത് നിഷ് പ്രോജക്ട് ബോർഡ്, ഗവേണിംഗ് കൗൺസിൽ എന്നിവയിൽ ഏതെങ്കിലുമൊന്നോ; പ്രസ്തുത പ്രവർത്തനങ്ങൾ നടത്തുന്നതിന് സർക്കാരിന്റെ അനുമതി ബാധകമല്ല എന്ന് തീരുമാനമെടുത്തിട്ടുണ്ടോ; എങ്കിൽ പ്രസ്തുത ഉത്തരവിന്റെ പകർപ്പ് ലഭ്യമാക്കാമോ?

ചെയ്യുന്നതിനുള്ള അപേക്ഷ ഭരണവകുപ്പ് പരിശോധിച്ചു ധനകാര്യ വകുപ്പിന്റെ ശുപാർശയുടെ അടിസ്ഥാനത്തിൽ റിലീസ് ഉത്തരവ് പുറപ്പെടുവിച്ച് തുക ഭക്ഷണത്തിലുള്ള പി എസ് ടി എസ് ബി അക്കൗണ്ടിൽ നിക്ഷേപിക്കുന്നു.

നിഷിന്റെ ബൈലോ ഖണ്ഡം 15 (Operational Aspects) പ്രകാരമുള്ള അധികാരപരിധിക്കുള്ളിൽ നിന്നാണ് പ്രോജക്ട് ബോർഡ്, ഗവേണിംഗ് കൗൺസിൽ എന്നിവർ നിഷിന്റെ പ്രവർത്തനങ്ങളിൽ തീരുമാനം എടുക്കുന്നത്

സെക്ഷൻ ഓഫീസർ

GOVERNMENT OF KERALA

Abstract

Social Welfare Department- Setting up an Institute for Speech and Hearing Impaired- Administrative sanction accorded- Orders issued-

SOCIAL WELFARE(A)DEPARTMENT

G.O. (Ms) No. 7/97/S&D. Dated, Thiruvananthapuram: 11.3.1997.

Read:-1. G.O. (Rt) No. 10/97/S&D dated 21.1.1997.

2. Letter No. G4-38176/96 dated 3.2.1997 from the Director of Social Welfare, Thiruvananthapuram.

O R D E R

In the Budget Speech for 1996-97, the Hon. Minister (Fin.) has announced that an Institute for Speech And Hearing Impaired at Thiruvananthapuram will be set up and an amount of Rs. one crore will be provided for the purpose. Accordingly in the G.O. read as 1st paper above a working group was constituted to take up preliminary steps for setting up the Institute.

The first meeting of the above Working Group was held on 24.1.1997 under the Chairmanship of Secretary (SW) and based on the decisions taken therein, the Director of Social Welfare has forwarded a project proposal for setting up the institute. The Institute is proposed to be registered as an autonomous Society under the Travancore Cochin Literacy, Scientific and Charitable Societies Registration Act, 1955.

Government examined the proposal of the Director of Social Welfare in detail and are pleased to accord administrative sanction to implement the project as appended to this order.

An amount of Rs. One crore will be provided through Supplementary Demands for Grants for implementing the project during this year.

The funds of the Institute will be deposited in Treasury Savings Account. No interest will be accrued for the amount so deposited. The funds will be operated jointly by the Director of the Institute and the Director of Social Welfare Department.

Sanction is also accorded for Registering the Institute as a Society under Travancore Cochin Literacy, Scientific and Charitable Societies Registration Act, 1955.

The Memorandum of Association and the Rules and Regulations (Byelaws) of the Institute as appended is also approved.

By order of the Governor,

Thomas C. George,
Secretary.

To

The Director of Social Welfare, Thiruvananthapuram.

contd/-

The Principal Accountant General (Audit), Kerala,
Thiruvananthapuram.

The Accountant General (A&E), Kerala, Thiruvananthapuram.
All Members of the Working Group.

Private Secretary to Minister (Ind. & SW)

Private Secretary to Minister (Fin. & Ex)

S.F/O.C.

Forwarded by order


Section Officer

necessary or expedient for the purpose such as

- a. Formulating board policy to carry out the purpose of the Institute.
- b. Reviewing and sanctioning Budget Estimates.
- c. Sanctioning expenditure as defined in the Financial Bye-law
- d. Operating the funds of the institute.
- e. Raising funds for the Institute.
- f. Strengthening the infrastructure of the institute, including creating of suitable posts and recruiting and appointing staff.
- g. Writing of irrecoverable loss of stores and moneys upto Rs.5000/-

10. APPOINTMENT OF STAFF

- a. The Member Secretary namely the Director of the Institute shall be appointed by the Governing Council

In the absence of a whole time Director the governing Council could appoint an Honorary Director and an Executive Director in a meeting of the Governing Council presided over by the Chairperson.

- b. Creation of all posts shall vests with the Governing Council with the Chairperson presiding over the meeting based on a manpower plan submitted by the Project Board. Creation of Part Time Posts shall vests with the Project Board.
- c. All appointments will be made only by the Project Board based on the manpower plan approved by the Governing Council.
- d. Appointment order will be issued by the Director of the Institute

11. DELEGATION OF POWERS

- a. The Member Secretary namely the Director of the Institute shall be in charge of administration and management of the Institute, and shall exercise such powers in respect of the affairs of the Institute as may be delegated to him/her by the Project Board from time to time.
- b. One or more Committees or Sub-Committees may be appointed for some specific adhoc purpose by the Project Board with such powers as may be specified by it.
- c. The Project Board may, by resolution, delegates, separately to the Chairman or to the Director or jointly to both of them such powers as it may deem fit for the conduct of business.

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- b. An immediate request should be submitted to the Government for non-plan fund allocation for operational expenses.
- c. As an interim measure, the Governing Council approved an increase of 20% of the existing pay for all NISH employees. An immediate proposal should be submitted to Hon'ble Minister for Social Justice through Social Justice Secretary. The Minister will take approval from Finance Minister and Chief Minister so as to implement the same without delay.

GC19-020218 7.5 Additional man power requirements

The additional man power requirements as approved by the Project Board is submitted to the Governing Council for approval and to further seek approval from the Government. The positions will be filled only as per the functional need as determined by the Executive Director with approval from the Project Board.

Decision GC 19/5: The Governing Council approved the decision and directed the ED to send the proposal to the Government for approval. Steps need to be taken to augment the income through consultancies, training and other services.

GC19-020218 7.6 Appointment of Auditors for the year 2017-2018

The 89th Project Board meeting recommended the appointment of M/S Vijayakumar & Easwaran, Chartered Accountants, as Auditors for an Audit Fee Rs.50,000/-+G.S.T.

Decision GC 19/6: The Governing Council approved the decision.

AGENDA ITEM # 8: GC19-020218-8 – Action plan for 2018-19

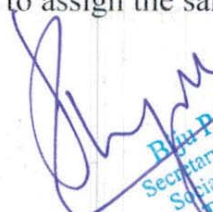
GC19-020218 8.1 Engaging Project Management Consultant for campus development

As approved by the 89th Project Board, proposals have been invited from empaneled Government agencies and verified by the Construction committee. 90th Project Board meeting dtd 4th January 2018, approved to award the project consultancy and management work to HLL Infra Tech Service Ltd, HLL Bhavan, Thiruvananthapuram, who quoted the lowest consultancy fee of 4.6%.

Decision GC 19/7: The Governing Council noted the information and approved to award the work to HLL Infra Tech Service Ltd, HLL Bhavan, Thiruvananthapuram (A Govt. of India Undertaking) as PMC. Clauses to be incorporated in the agreement to link the payment of the consultancy charges to the satisfactory completion of the work executed. An undertaking for the assuring the quality work need to be taken from the PMC.

GC19-020218 8.2 Transfer of land ownership to NISH

In the meeting called by the Addl. Chief Secretary (Revenue) that included NISH and Technopark, it was decided that Technopark will surrender 9.75 acres of land where NISH operates, unconditionally back to Government. Subsequently SJD to move the Revenue Department to assign the same land with full ownership rights. Also it was agreed to waive


Biju Prabhakar IAS
Secretary to Government (i/c)
Social Justice Department
Thiruvananthapuram
Ph: 7311, 0471-2333374

Sl. No.	NAME OF DEPARTMENT AND POSTS	SCALE OF PAY	NUMBER OF POSTS	QUALIFICATION FOR THE POST
ADMINISTRATION & FINANCE				
1	Officer - Placement, Internship and Training	19240-16580	1	Master's degree with relevant 3 years' experience.
2	Assistant Finance and Accounts Officer	19240-16580	1	Master's degree with relevant 3 years' experience.
3	Executive Secretary to ED	19240-16580	1	Master's degree with relevant 3 years' experience.
DEPARTMENT OF OCCUPATIONAL THERAPY				
4	Head of Department/Associate Dean	46640-59840	1	A Master's & Doctoral degree in the area of operation with adequate experience in teaching and supervision.10+ years of overall experience in teaching & research. Published papers in their area of work. Some experience in disability
5	Professor/Associate Professor	46640-59840	1	A Master's & Doctoral degree in the area of operation with adequate experience in teaching and supervision.8+ years of overall experience in teaching & research. Published papers in their area of work. Some experience in disability
6	Reader	36140-49740	1	A Master's & Doctoral degree in the area of operation with adequate experience in teaching and supervision. With 7+ years of overall experience in teaching & research. Published papers in their area of work. Some experience in disability
7	Associate Professor	29180-43640	1	A Master's & Doctoral degree in the area of operation with adequate experience in teaching and supervision. With 5+ years of overall experience in teaching & research. Published papers in their area of work. Some experience in disability
8	Assistant Professor	29180-46340	2	A Master's & Doctoral degree in the area of operation with adequate experience in teaching and supervision. With 3+ years of overall experience in teaching & research. Published papers in their area of work. Some experience in disability
9	Sr. Lecturer	22360-37940	2	A Master's in the area of operation with adequate experience in teaching and supervision. With 5+ years of overall experience in teaching.

10	Lecturer	20740—36140	4	A Master's in the area of operation with adequate experience in teaching and supervision.
DEPARTMENT OF SPECIAL EDUCATION				
11	Head of Department/Associate Dean	46640-59840	1	A Master's & Doctoral degree in the area of operation with adequate experience in teaching and supervision.10+ years of overall experience in teaching & research. Published papers in their area of work. Some experience in disability
12	Professor/Associate Professor	46640-59840	1	A Master's & Doctoral degree in the area of operation with adequate experience in teaching and supervision.8+ years of overall experience in teaching & research. Published papers in their area of work. Some experience in disability
13	Reader	36140-49740	1	A Master's & Doctoral degree in the area of operation with adequate experience in teaching and supervision. With 7+ years of overall experience in teaching & research. Published papers in their area of work. Some experience in disability
14	Associate Professor	29180-43640	1	A Master's & Doctoral degree in the area of operation with adequate experience in teaching and supervision. With 5+ years of overall experience in teaching & research. Published papers in their area of work. Some experience in disability
15	Assistant Professor	29180-46340	2	A Master's & Doctoral degree in the area of operation with adequate experience in teaching and supervision. With 3+ years of overall experience in teaching & research. Published papers in their area of work. Some experience in disability
16	Sr. Lecturer	22360-37940	2	A Master's in the area of operation with adequate experience in teaching and supervision. With 5+ years of overall experience in teaching.
17	Lecturer	22360-37940	2	A Master's in the area of operation with adequate experience in teaching and supervision.

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GC21-180919-7.3 Regularization of NISH staff

All appointments in NISH are made against sanctioned positions as per Government orders issued from time to time. NISH staff who joined the continuous service are placed in contract service. Staff who have completed 20 years of service are also still on contract service. The staff who are in scale of pay are availing all benefits like pay revision, DA increase etc. same as other Government institutions. After the completion of probation period, they are placed on renewable contracts which continue till retirement in the normal course. Since the recruitments are done against positions sanctioned by Government, this can be considered and to regularise the positions. The 94th Project Board meeting dtd 08th February 2019 recommended to place the same in the Governing Council for approval.

Decision GC 21/7: The Governing Council noted that regular appointments at NISH are being done against sanctioned positions approved by the Government. The Council decided to recommend the regularization of staff to the Government for approval.

GC21-180919-7.4 & GC21-180919 11.1 Additional HR requirements.

The approval of the Governing Council was requested for additional ~~manpower~~^{HR} requirements. From academic year 2019-20, the earlier MASLP course is being bifurcated into MSc. Audiology and MSc. Speech Language Pathology, increasing student intake from 10 (for MASLP) to 24 for the two MSc courses. Consequent to the above, faculty positions in ASLP need to be increased to meet RCI and university (KUHS) norms. Also as per KUHS requirements, every institute affiliated should have a Principal as per course regulations

NISH has been successfully running one year Diploma in Indian Sign Language Interpretation course (DISLI) for generating professional interpreters for deaf persons since 2016. NISH proposes to start the Diploma in Teaching Indian Sign Language (DTISL) for deaf and hard of hearing persons. The DTISL program aims to develop personnel in the field of Indian Sign Language development and teaching of ISL communication and ISL interpretation. The DTISL program can be conducted only after obtaining RCI approval which will be given on meeting some requirements such as hiring two qualified ISL teachers (hearing impaired) for curriculum transaction.

Decision GC 21/8: The Governing Council approved the additional HR requirements raised due to bifurcation of existing courses and starting of new courses, as listed below and recommended to forward the same to the Government for sanction of posts.



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Additional Manpower requirements				
	Post	Scale of pay	Existing	Additional Requirement
Audiology				
	Principal	46640 – 59840	0	1
	Professor	46640 – 59840	1	1
	Associate Professor	36140 – 49740	1	3
	Assistant Professor	29180 – 43640	2	5
	Lecturer/Audiologist	20740 - 36140	8	6
Speech Language Pathology				
	Professor	46640 – 59840	1	1
	Associate Professor	36140 – 49740	1	2
	Assistant Professor	29180 – 43640	1	6
	Lecturer/Speech Language Pathologist	20740 – 36140	7	9
DEGREE (HI) PROGRAM				
English & Maths				
	Associate professor	36140 – 49740	0	1
	Assistant Professor	29180 – 43640	1	2
	Senior Lecturer	20740 – 36140	2	4
	Lecturer	19240 – 34500	4	7
	Lecturer in Mathematics	19240 – 34500	1	2
	ISL Interpreter	14620 – 25280	0	3
	ISL Teacher & Deaf Educator	19240 – 34500	0	3
New Initiatives, training and placement				
	Assistant Professor	29180 – 43640	0	1

Council also suggested to explore the possibility of employment on deputation or working arrangement from Govt. institutions including deaf schools where student strengths are falling.

AGENDA ITEM # 8: GC21-180919-8 – ACTION PLAN FOR 2018-19

GC21-180919 8.1 Award of work to HLL HITES

The Governing Council in its 19th meeting vide decision 19/7 had approved the award of project management and consultancy (PMC) work for campus development to M/s HLL Infra Tech Services Ltd for the preparation of master plan, concept design, sketch scheme drawings and PAR/preliminary estimate. HLL HITES has since been awarded the PMC at 4.60% plus GST of the total estimated/tendered/executed cost in stages as outlined below, as decided in the 94th and 95th Project Board meetings dtd 8th February 2019 & 14th June 2019 respectively, vide decisions PB94/1 & PB95/1.



6.5 PB98 - 180221-6.5 Appointment of ENT Doctor

As decided in the 97th Project Board meeting, open recruitment process was initiated for Consultant ENT doctor. Dr. Usha Devi A K, has been selected with a monthly remuneration of ₹ 32,000/- per month as per GO (Rt.) no 81/2019/Fin dtd 09/07/2019. Submitted before the Board for ratification.

Decision PB98/6: Board ratified the appointment of Dr. Ushadevi as Consultant ENT Doctor, till Dr. Padmaja joins back the service.

6.6 PB98 - 180221-6.6 Occupational Therapy Course at NISH

As approved by the 96th Project Board meeting, appointments were done for various positions for the BOT program as per the requirements of KUHS. Accordingly Dr. Shashidhar Rao Chavan (HoD/Associate Professor) on a monthly consolidated pay of Rs. 1,05,000, Mr. Vinith Dani Jose (Assistant Professor) on a monthly consolidated pay of Rs. 70,000, Mr. Naresh Babu (Assistant Professor/Sr. Occupational Therapist) on a monthly consolidated pay of Rs. 65,000 and Mr. Satish Kumar as Sr. Occupational Therapist) on a monthly consolidated pay of Rs. 45,000 have been appointed. Dr. Shashidhar Rao Chavan and Mr. Vinith Dani Jose joined the service. Submitted before the Board for ratification.

Decision PB98/7: Board ratified the appointments done for the BOT program.

Also as approved by the 95th Project Board meeting, Selection process was done for the post of Consultant Occupational Therapist and Ms. Agnes Anna Mathew was selected. Ms. Agnes has been given the charge of Class Coordinator. Submitted before the Project Board to redesignate Ms. Agnes Anna Mathew from Consultant Occupational Therapist to Consultant Occupational Therapist/Assistant Professor without any change in the present remuneration. Submitted before the Board for approval.

Decision PB98/8: Board approved to redesignate Ms. Agnes Anna Mathew as Assistant Professor /Consultant Occupational Therapist without any change in the present remuneration.

6.7 PB98 - 180221-6.7 Health Insurance Scheme for staff

61st Project Board meeting dtd 17th April 2012 approved Group Accident Insurance for the staff. Now Government of Kerala vide order GO (P) 54/2017/Fin dtd 24/04/2017 introduced Health insurance scheme to Govt. employees. The scheme envisages that premium of employees will be deducted from their salary. As per the Government guidelines, insurers have to be selected from IRDA approved insurance companies through a competitive bidding process. Considering the same, it is proposed to have group insurance for the staff, with contribution from both staff and NISH. Submitted before the Board for approval.

Decision PB98/9: Board noted the reimbursement of medical claims at NISH is too low and approved to enhance the amount to Rs. 25,000 in a financial year. Also Board instructed to look for a medical insurance with IRDA approved nationalised insurance company following the procedures for selection.

6.7 PB99 - 250621-6.7 Recruitment for starting MPhil Rehabilitation Psychology

Government vide order G O (Rt) No. 546/2021/H&FWD dtd 23rd February 2021 issued NOC, attached as **annexure V** for starting MPhil in Rehabilitation psychology subject to the rectification of the below deficiencies in staff requirements.

- A full time permanent Assistant Professor with M.Phil in Rehabilitation Psychology with at least 3 years of teaching experience in the Department of Rehabilitation Psychology/ Clinical Psychology is essential to start the course.
- One Lecturer should have M.Phil in Rehabilitation Psychology with clinical experience in the Department of Rehabilitation Psychology/ Clinical Psychology.

Since the existing staff strength doesn't meet the qualification criteria mentioned, it is required to appoint the required staff at the earliest. Accordingly, an advertisement was published for the same. Submitted before the Board for ratification and approval for appointing the same.

Decision PB 99/10: Board approved the recruitment following the procedure.

6.8 PB99 - 250621-6.8 Higher Education by staff

Mr. Amith G Nair, Hardware Engineer/Lecturer has applied for admission to a part time MTech online program in Embedded Systems at BITS Pilani. Our ASLP department, with its sophisticated instruments, regularly needs the services of such a qualified engineer. In order to strengthen our technical capabilities in Electronics, NISH will benefit from his acquiring higher knowledge and qualifications, especially from a reputed institution like BITS Pilani. Giving him permission to pursue higher studies will be consistent with our policy of encouraging higher studies by the faculty. The Project Board may accord approval for the pursuit of MTech program by Mr. Amith G. Nair, at his own expense. Submitted to the Board for approval.

Decision PB 99/11: Board approved the decision.

7. PB99 - 250621-7 Administration & Finance

7.1 PB99 - 250621-7.1 Deputing Dr. M K C Nair as Mentor to NISH

The 98th Project Board meeting dtd 18th February 2021, decided to avail the services of Dr. M K C Nair, who has been recently appointed by the Government to the Project Board and Governing Council of NISH, as a mentor to further develop the academic, clinical and research activities at NISH. The vast experience of Dr. Nair in the healthcare field as a medical practitioner, teacher and researcher and his administrative and academic experience as the Vice Chancellor of Kerala University of Health Sciences (KUHS) is expected to benefit NISH.

The broad objectives include:

- To explore the feasibility for developing NISH as a world-class University/Centre of Excellence for Disability Studies and Rehabilitation Sciences

service. Ms. Vinitha was awarded the Fullbright Nehru Scholarship while her Phd period and pursued her research at University of Texas at Ausitn, USA.

The promotion recommendation committee chaired by Shri. Jithenthran IAS (Retd., Former Director Social Justice), prepared the rank list for promotion, placed in the 92nd meeting of the Project Board and was approved. The above staff were ranked in the Rank List for promotion for the post of Sr. Lecturer / Audiologist/Speech Language Pathologist Gr I and is attached as **annexure VII** for reference. Now they have joined back in service and promotion has not been given. Now they have given a letter stating that the denial of promotion has created a loss in their service period of the promoted posts, which will in turn affect their service in future.

Details are as follows:

Sl No	Name	Marks Scored in the performance appraisal of 2018 (Out of 10)	Completed years of service in feeder category including leave period	Rank in the promotion list prepared in 2018
1	Ms. Vinitha Sara Philip	8.2	7 yrs	1 st
2	Ms. Sreena E N	7.5	12 yrs	4 th
3	Mr. Nirmal Sugathan	6.9	14 yrs	7 th

Point for decision:

1. Whether Promotion may be given from the rank list of promotion in 2018 with effect from the date of joining back after the leave?
2. Whether monetary benefit may be given from the date of joining back in service?

Decision PB100/8: Board recommended the proposal for promotion from the rank list for promotion in 2018 with monetary benefit from the date of joining after the PhD leave and to place before the Governing Council for relaxation in the validity of the rank list.

6.5 PB100 - 050522-6.5 Engaging staff for BOT program

Point for decision: Whether the action of the Executive Director in engaging qualified candidates following proper recruitment procedures against the deficiency reported by KUHS for affiliation of the BOT program may be ratified?

Sl No	Name	Designation	Qualification	Experience	Monthly Salary
2.	Mr. Joseph Bose H H	Assistant Professor	BOT	23 years	Rs. 70,000

				10 years teaching	
3	Ms. Priya Susan Lopez	Assistant Professor	BOT	18 years	Rs. 65,000
4	Mr. Gunjan Kumar	Assistant Professor	MOT	5 years	Rs. 60,000
5	Ms. Namitha M Namboothiri	Assistant Professor	MOT	2 years	Rs. 60,000
6	Mr. Anas Muhammed	Lecturer	MOT	7 months	Rs. 50,000

Decision PB100/9: Board ratified the action of the Executive Director in engaging qualified candidates as per details above.

6.6 PB100 - 050522-6.6 Guest Lecturer for BOT Program

Point for decision:

1. Whether the action of the Executive Director in engaging qualified candidates following proper recruitment procedures against the deficiency reported by KUHS for affiliation of the BOT program may be ratified?
2. Whether the action of the Executive Director in engaging Medical Doctors with specialization as prescribed by KUHS with teaching experience from Medical Colleges and KUHS affiliated colleges as Guest Lecturers against the deficiency reported by KUHS for affiliation of the BOT program may be ratified?

Sl. No	Name of the Lecturer	Department	Qualification	Date of engagement
1.	Dr. Athira Sasidharan	Pathology	MBBS, MD - Pathology	February 2022
2.	Dr. Sabarisree Manikandan Nair	Orthopaedics	MBBS, MS - Orthopedics	February 2022
3	Dr. Praveen Panicker	Neurology	MBBS, MD - Neurology	February 2022
4	Dr. S Ramakrishnan	General Medicine	MBBS, MD - General Medicine	February 2022
5	Dr. Bindu R Kumar	Radiodiagnosis	MBBS, MD - Radiodiagnosis	February 2022

6	Dr. Induprabha Yadav	General Surgery	MBBS, MS - General Surgery	February 2022
7	Dr. Ajith Kumar	Paediatrics	MBBS, MD - Paediatrics	April 2022

Decision PB100/10: Board ratified the action of the Executive Director in engaging qualified candidates as per details above.

6.7 PB100 - 050522-6.7 Resignation of Dr. Shasidhar Rao, Head OT

Point for decision: Whether the action of the Executive Director in engaging Mr. Vinith Dani Jose for a monthly pay of Rs. 1,05,000/- following proper recruitment procedures against the vacancy arisen due to the resignation of the Associate Professor/HoD for the BOT program may be ratified.

Decision PB100/11: Board ratified the action of the Executive Director.

6.8 PB100 - 050522-6.8 Contract of Mr. Gopakumar, Finance Officer

Point for decision:

1. Whether the action of the Executive Director in extending the service of the present Finance Officer considering the COVID situation and the exigencies for the proper functioning of the institution may be ratified?
2. (a) Whether to request Additional Chief Secretary, Finance Department, Govt, of Kerala to depute a person not below the rank of Deputy Secretary in the Finance Department as Finance Officer?

OR

- (b) Whether to proceed with a new recruitment process with the same qualification as done in the previous appointment?

Decision PB100/12:

1. **Board ratified the action of the Executive Director in extending the service of the present Finance Officer.**
2. **Board decided to submit a request to the Additional Chief Secretary, Finance Department through Social Justice Department for deputing a person not below the rank of Under Secretary in the Finance Department as Finance Officer of NISH. Board also agreed to extend the service of the existing Finance Officer till then.**

6.9 PB100 - 050522-6.9 Higher Education by staff

Ms. Arya Chand (Sr. Lecturer/Audiologist & Speech Language Pathologist) Ms. Preethy Susan Reni (Speech Language Pathologist), Ms. Vrinda R (Speech Language Pathologist) got registered for part time PhD program at Sri Ramachandra



NATIONAL INSTITUTE OF SPEECH AND HEARING

**Proceedings of the Executive Director, National Institute of Speech
and Hearing**

(Present: M Anjana I A S)

Sub:

NISH- NISH Employees Credit Cooperative Society Ltd No. T.2175 – Activity of supply of hearing aids to clients/patients of NISH by the Society - Cessation – Alternate arrangements- Orders issued

Ref:-

1. Notice dated 16/11/2022 from the Assistant Registrar, District Consumer Dispute Redressal Commission, Thiruvananthapuram in Complaint Case Number CC. 413/2022.
2. Statement dated 16.12.2022 filed by Executive Director before the Hon'ble District Consumer Dispute Redressal Commission, Thiruvananthapuram.
3. Letter No.CS.5143/2022 dated 02/8/2022 from the State Public Information Officer & Deputy Registrar (Administration), Joint Registrar(General) Office, Thiruvananthapuram.
4. Complaint from Shri K.N. Bhanu Vikraman Unnithan dated 18.04.2023
5. Byelaw of the NISH Employees Credit Co-operative Society Ltd, Reg. No.T 2175
6. Audit Certificate and Audit Memorandum of the NISH Employees Credit Co-operative Society Ltd, Reg. No.T 2175 dated 14/2/2023 for the Financial Year 2021-2022.

No. NISH/963/2022-ADMIN Dated 20-05-2023

WHEREAS, the District Consumer Dispute Redressal Commission, vide notice referred 1st, had directed the Executive Director, NISH to file a statement with respect to CC NO.413/2022 filed before the Commission by

Shri K.N. Bhanu Vikraman Unnithan alleging inferior quality of the hearing aid supplied from NISH. Executive Director, NISH is arrayed as Opposite Party No.1 in this case.

AND WHEREAS, in full reverence to the direction of the Commission, this office had examined and found that the hearing aid was supplied by the NISH Employees Credit Cooperative Society (hereinafter referred to as the Society) and had filed a detailed statement before the Forum vide reference 2nd, presenting facts in the case and requesting to remove the Executive Director, NISH from the party array in Complaint Case Number CC. 413/2022.

AND WHEREAS, Sri. K.N. Bhanu Vikraman Unnithan has raised further allegations vide reference 4th cited, and has submitted a document obtained from the State Public Information Officer & Deputy Registrar (Admin), Joint Registrar (general) Office, under RTI Act, 2005, vide reference 3rd, which states the objectives of the Society in brief which does not include sale of hearing aids to the clients/patients of NISH. This warranted further examination. The Bye laws of NISH and of the Society, the Audit Certificate & Audit Memorandum of the Society for the FY 2021-22, the Minutes of the Governing Council and Project Board meetings of NISH from 2016 and other relevant files of NISH have been examined with respect to the trade of hearing aids in NISH, by the Society.

AND WHEREAS, the following facts have come to notice during such examination:

- i. The Society has the declared objectives of functioning towards the welfare of the employees and students as listed out in Article 4 of the Bye law of the Society. Trade of hearing aids for the clients/patients in NISH is not at all a declared objective of the Society and hence such trade has to be considered as an illegal activity.
- ii. Examination of the Governing Council and Project Board decisions of NISH has revealed that the trade of hearing aids by the Society does not

have the permission/clearance from either the Governing Council or the Project Board of NISH though the establishment of the society and initiation of functioning of the Society in NISH were brought to the attention of the Governing Council and Project Board in the year 2018. Further, no documents of NISH are forthcoming whereby the procedures, processes and modalities or Standard Operating Procedure for the trade of hearing aids by the Society is approved by NISH and hence, the trade activity has to be considered as an impropriety on the part of the Society.

- iii. The Audit Certificate & Audit Memorandum of the Society for the FY 2021-22 reveals that the Society has done a total trade/sale amounting to Rs.1,88,05,614 during the year and there was a deposit of Rs. 90,10,979 in a bank (bank name not known) towards the end of the FY 2021-22. The Society made a Net Profit of Rs. 20,48,013 during the FY 2021-2022 alone whereas, the accumulated profit of previous years is shown as Rs. 15,98,976 only. Moreover, it is seen from Part II of the Audit Certificate & Audit Memorandum of the Society for the FY 2021-22 that the Stock Register is not up-to-date. Neither has the verified stock statements been produced before the audit team nor has the budget of the Society been placed before the General body. This reveals that there is a lack of transparency in the dealings and trade of the Society.
- iv. The Audit Certificate & Audit Memorandum of the Society for the FY 2021-22 further reveals that the Society has not undertaken a single objective/welfare measure listed out in their bye law for their member employees or students but, has taken up trading of hearing aids which is not a listed objective, seemingly for the benefit of a few members and not for the welfare of the employee members or the students of NISH.
- v. The Society is dealing with hearing aids from 4 companies excluding many others, presumably on a nexus, thereby denying the opportunity to the clients/patients/audiology staff the possibilities of exploring different available models.

In these circumstances, in view of the illegality, impropriety and lack of transparency in the activity of trading in hearing aids by the NISH Employees Credit Cooperative Society as listed above, it is hereby ordered that the NISH Employees Credit Cooperative Society shall cease the trade in hearing aids undertaken in NISH, in violation of its listed objectives and without obtaining permission from the NISH authorities, forthwith. No employee of NISH, temporary or otherwise, shall accept, propagate, remove or create any encumbrance on any hearing aid including accessories and maintenance, dealt with by the Society.

Taking into consideration the welfare of the clients/patients, the committed sales or maintenance of hearing aids, if any, undertaken by the Society as on the date of this order, shall be completed by the Society within 2 weeks from the date of this order.

NISH or its staff/employees shall not be liable for any agreements, oral or written or liabilities, entered or created by the Society including its Director Board, President, Vice-President, Secretary, Treasurer or any of its Partners, Managers, any Officer bearer, Agents or Members on behalf of the Society, with any companies, dealers, agents or individuals.

All records of patients maintained by the Society in whatever form shall be handed over forthwith to the Head, ASLP, NISH as the records are the property of NISH.

The NISH Employees Credit Cooperative Society shall restrain itself and undertake with the prior written permission of NISH authorities in the space provided to them, if any, only those activities for furtherance of the listed objectives under Article 4 of the Bye law of the Society and no other.

For continuance of the treatment and to cater to the requirements of the patients approaching NISH, immediate alternate arrangements have to be put in place. For this purpose, a Committee is constituted as follows:

1. Dr Vinita Mary George, Head, ASLP- Chairperson
2. Smt Praveena Davis, Academic Coordinator & Member of Amplification unit - Member Convenor
3. Smt Sreena, Lecturer & In-charge of Amplification Unit.

4. Smt Sheela Chandran, Legal Consultant
5. Smt Bini Mahesh, HR-in-Charge

The Chairperson may co-opt a representative of AIISH, as required.

Dr Suja K Kunnath, Head NDS & Principal KUHS will oversee the entire process.

The Committee will have the following Terms of Reference:

1. As an immediate stop gap arrangement, to identify source/companies, negotiate and review supply and agreement measures for direct procurement from willing companies dealing with hearing aids, on a no-profit basis complying with all legal formalities.
2. As a long term measure, enter into dialogues with the Kerala Medical Service Corporation Ltd or similar Government agencies and explore the possibilities for long term procurement of hearing aids for the clients/patients.
3. To understand the availability of various models made available by multiple companies and finalise the requirements based on the profile of clientele in NISH.
4. Identify all legal formalities that need to be complied with for establishing the stop gap arrangement and the long term arrangements.
5. To put in place a system for issue and return of trial machines, stocking of trial machines and devolving responsibilities.
6. To chalk out a standard Operating Procedure for operationalising the supply of hearing aids and to maintain up-to-date records and accounts for the entire processes.
7. To get the approvals as are necessary from relevant authorities for implementation.

The final report shall be submitted by the Committee within 2 weeks without fail.

M ANJANA IAS
Executive Director

To,

1. The Assistant Registrar,
District Consumer Dispute Redressal Commission,
Thiruvananthapuram (with Additional Statement in CC.4 13/2022)
2. The Principal Secretary, Social Justice Department
(with Covering letter)
3. The Director of Social Justice, Thiruvananthapuram
4. The Director of Cooperative Audit, Thiruvananthapuram
5. The Joint Registrar Co-Operative Audit, Thiruvananthapuram
6. Dr Suja K Kunnath, Head NDS & Principal KUHS
7. The President/ Secretary, NISH Employees Credit Cooperative
Society Ltd No. T.2175
8. Dr Vinita Mary George, Head, ASLP- Chairperson
9. Smt Praveena Davis, Academic Coordinator & Member of
Amplification unit - Member Convenor
10. Smt Sreena, Lecturer & In-charge of Amplification Unit
11. Smt Sheela Chandran, Legal Consultant
12. Smt Bini Mahesh, HR-in-Charge
13. All Head of Departments, NISH
14. The Finance Officer/The Administrative Officer, NISH
S/f, O/c
The Notice Board

Forwarded By Order


Administrative Officer

NISH

NATIONAL INSTITUTE OF SPEECH & HEARING

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Decision 25/12: Decision 25/12:

- a. The Executive Director briefed the action taken on the arrangements for the purchase of hearing aid directly from companies and through KMSCL.
- b. The Executive Director is entrusted to discuss the feasibility of continuing the Employees credit cooperative society as the procurer and distributor of equipment as per the bye law of the society, with the representatives of the society and recognized organization of the employees and submit the report before the next Governing council.
- c. Since the supply of hearing aids are based on audiological prescriptions, the Governing Council has recognized that the procurement through a Government agency such as KMSCL, Karunya Pharmacy shall be explored and put in place ensuring maximum benefit to the patients through a streamlined procurement process.

AGENDA ITEM # 7: GC25-210623 -7 - PERSONNEL & FINANCIAL MATTERS

7.1 GC25-210623 -7.1 Staff Pattern and Special Rules

The 102- Project Board meeting recommended the Staff Pattern with revised organogram and Special Rules to the Governing Council for approval to submit before the Government. Also, to simultaneously submit a separate proposal to the Government for adoption of the 11th Pay Revision for NISH staff who were sanctioned the 9th pay revision.

Point for decision: Whether:

- a. the Staff Pattern and Special Rules recommended by the Project Board may be approved and recommended to the Government for approval?
- b. to submit a separate proposal to the Government for adoption of the 11th Pay Revision for NISH staff who were already sanctioned with the 9th pay revision?

Decision 25/13: The Governing Council:

- d. The Executive Director is directed to send the Staff Pattern, Special Rules and pay revision proposal to the Government after discussing the same with the representatives of staff and employees welfare association.
- e. recognised that the 9th pay revision is currently in effect and emphasized the need for immediate action to adopt the 11th Pay Revision. The Council recommended to submit the proposal for adoption of 11th Pay Revision for NISH simultaneously.

7.2 GC25-210623 -7.2 Promotion of staff joined after PhD leave

As approved by the Project Board, Ms. Sreena E N, Mr Nirmal Sugathan and Ms. Vinitha Sara Philip was permitted to do a full time PhD program and have joined back for service. Ms. Vinitha was awarded the Fullbright Nehru Scholarship during her PhD period and pursued her research at University of Texas at Ausitn, USA.

15. THE OPERATIONAL ASPECTS OF THE INSTITUTE ASSETS

The Institute shall invest all the funds in treasury/bank as envisaged in clause 12.b of the Bye-Law, and it shall have the right.

- a. to issue appeals and applications for money and funds in furtherance of the objectives detailed in the Memorandum of Association, and to raise or collect funds by gifts, donations, subscription, endowments or otherwise of cash and securities and any property, either movable or immovable, and to grant such rights and privileges to the donors, subscribers and other benefactors as the society may consider proper.
- b. to acquire, purchase or otherwise own or take on loans or hire temporarily or permanently buy any movable or immovable property necessary or convenient for the furtherance of the objectives of the Society.
- c. to borrow and raise money with or without security or on the security of mortgage charge or on the accruity hypothecation or pledge of all or any of the movable or immovable properties belonging to the Society or in any other manner whatsoever, provided that prior approval in writing of the Governing Council is obtained.
- d. to sell, assign, mortgage, lease, exchange and otherwise trace for or dispose of all or any property movable or immovable of the Society for the furtherance of the objects of the Society, provided prior approval of the Governing Council is obtained for the transfer of the immovable property;
- e. to enter into any agreement with any Government or authority, municipal, local or otherwise that the Society may deem desirable to obtain and carry out, exercise and comply with such arrangements and rights, privileges and concessions;
- f. to draw, make, accept, endorse, discount, execute, sign, issue and otherwise deal the cheques, hundis, drafts, certificates, receipts, Government securities, promissory notes bills of exchange or other instruments and securities, whether negotiable or transferable or not.
- g. to undertake and accept the management of any endowment or trust fund or donation to further the objects of the Society.
- h. To appoint or employ, temporarily or permanently, any person/persons that may be required for the purpose of the Society, and to pay him / her/ them in return for the services rendered to the Soci-

ety, salaries/ wages/honorarium/fees/gratuities/ provident funds and pensions;

- i To mobilize available expertise in the field of the hearing impaired and to offer technical and consultancy services, with or without payment of remuneration as necessary;
- j To establish a provident fund, family benefit schemes, group insurance scheme and other benefits for the Employees of the Society.
- k to institute, offer or grant ,prizes,awards, scholarships, fellowships and stipends in furtherance of the objects of the Society, and
- l to receive and accept grants/donations and other contributions.

16. REVIEW OF THE WORK

The Governing Council may appoint one or more persons to review the work and progress of the Institute, and to hold enquires into the affairs thereof, and to report thereon in such manner as the Governing Council may stipulate, and upon receipt of any such reports, the Governing Council may take such action and issue such directions, as it may consider necessary in respect of any of the matters dealt within the report ,and the Institute shall be found to comply with such directions.

17.DIRECTIVES FROM GOVERNING COUNCIL

The Governing Council may issue directives from time to time as they deem fit, and those shall be binding on the Institute.

18.INSTITUTE TO BE SECULAR AND COMMON

No conditions or test shall be imposed as to religious belief or profession, caste, creed, race or class, in admitting trainees/students or appointing technical /non-technical staff and teachers of the Institute, and the Institute shall be open to persons of either sex.

19.DONATIONS TO BE WITHOUT OBLIGATION

No benefaction whatsoever shall be accepted by the Society while selecting trainees/ students and appointing staff or otherwise, when it involve conditions or obligations contrary to the spirit and object of the society.

12. AMENDMENT TO THE BYE-LAW

The Governing Council may with prior approval of the Government alter, amend or repeal any section or part of the By-law or frame new rules. These Bye-Laws shall not be repealed nor amended or additions made except by a resolution passed by a majority of not less than two-third of the members of the Governing Council present at the meeting convened for the purpose or at an annual Governing Council meeting and duly approved by Government. However, no such amendment shall be effective unless such amendment is approved by the Commissioner of Income Tax, Trivandrum prior to such amendment.

13. FUNDS FOR THE INSTITUTE

- a. The Funds of the Institute shall consist of:
 - i. Grants made by or through the Government of India or Kerala or both
 - ii. Donations and contribution from other source, individuals and organizations.
 - iii. Other income from the properties, receipts as well as interest from bank deposits, if any.
- b. The Funds of the Institute shall be deposited in treasury/bank at the option of the Project Board and all funds received shall be laid into the Institute Account that shall be maintained at the above treasury/bank. Withdrawal of accounts shall be done by cheque, signed by two persons designated by the Project Board and authorised to function on their behalf.
- c. The Secretary namely the Director shall maintain proper accounts including a Balance Sheet, in such forms as may be prescribed under the Bye-Law.

14. AUDIT OF ACCOUNTS

- a. Annual audit:

Annual audit of the Institutes Accounts shall be conducted by a Chartered Accountant appointed by the Governing Council.
- b. Audit Report

Within six months after the end of every financial year, the Audited Statement of Accounts of the previous year of the Institute shall be placed before the Governing Council.

cialised fields from other organisations including various Govt. departments, medical and research institutions, autonomous organisations and societies to ensure the rapid build up of trained and skilled manpower to achieve the objectives of the Society

- 5.3 Special procedures shall be established to facilitate and enable smooth functioning of the Society and for various activities including matters such as personnel, finance, administration etc
- 5.4 The Society shall to the extent practicable utilise local talent to carry out the programmes of the Society

6 *Financial & Other Powers*

The Council shall have all financial and other powers as may be necessary to enable the achievement of the objectives of the Society without limitation to the generality of the foregoing such powers shall include the following:

- 6.1 To receive any type of financial assistance from within the country and abroad, including grants, loans, subscriptions, donations or any other financial contributions in cash and securities and of any other property either movable and/or immovable from any source including individuals, international organisations, societies, and others subject to prevailing laws of the country and to invest and deal with funds and moneys of the society and to vary, alter or transfer such investments from time to time.
- 6.2 To offer prizes and awards in furtherance to the objectives of the Society
- 6.3 To establish and maintain provident and other funds for the benefit of the employees or for the purposes of the Society
- 6.4 To do/get done all such other lawful things that are conducive or incidental to administration of the Society and for the attainment of the above objectives
- 6.5 All the incomes, earnings movable and/or immovable properties of the Society shall be solely utilised and applied towards the promotion of the objectives only as set forth in this Memorandum of Association and no portion thereof shall be paid or transferred directly or indirectly by way of dividends, bonus, profit, or in any manner whatsoever to the members of the Society or to any person or persons claiming through any one or more of the members. No member of the Society shall have any personal claim or any mov-

