

Chapter 4

RULES AND REGULATIONS OF THE INSTITUTE OF HOTEL MANAGEMENT CATERING & NUTRITION (IHM Pusa) SOCIETY.

SHORT TITLE: 1. These Rules and Regulations may be called “Rules and Regulations of the Institute of Hotel Management Catering & Nutrition (IHM Pusa) Society”.

DEFINATION: 2. In these rules –

- a) ‘Society’ means the Institute of Hotel Management, Catering & Nutrition (IHM Pusa) Society.
- b) ‘Institute’ means the Institute of Hotel Management, Catering & Nutrition, (IHM Pusa).
- c) ‘Central Government’ means Ministry of Tourism or Department in the Central Government dealing with subject.
- d) ‘Chairman’ means, except where the context otherwise requires, the Chairman of the Society.
- e) ‘Principal’ means the Principal of the Institute of Hotel Management Catering and Nutrition. In these Rules and Regulations, the ‘Principal’ shall also mean Secretary of the Society. Wherever the context so requires.
- f) State Government means the Government of

REGISTERED OFFICE: 3. The office of the Society shall be situated at the or any city or town in the State of Whereto it may be removed pursuant to a resolution passed in that behalf by the Board of Governors of the Society.

MEMBERSHIP: 4. (i) The Society shall consist of the following members:-

- a) A Chairman nominated by the Central Govt.
- b) Three representatives of the State Government of Delhi Administration, one being the Director of Technical Education and Training, Government of Administration ex-officio who is for time being, the administrative head of the department which is in charge of technical education, whether in addition to other functions or otherwise.

- c) Four representatives of the Central Government, one of them being FA to the Department of Tourism or his nominee.
- d) An expert on catering technology to be nominated by the Central Government.
- e) Two persons from the Hotel Industry to be nominated by the Central Government.
- f) The Principal of the Institute, Ex-officio.

(ii) The Central Government may at any time appoint any other person to be a member of the Society.

5. The Society shall keep a roll of members and every member of the Society shall sign the roll and state therein his name, designation, occupation and address. No person shall be deemed to be a member or be entitled to exercise any of the right and privileges of a member unless he has signed the roll as aforesaid.

6. If a member of the Society shall change his address, he shall notify his new address to the Principal, but if he fails to notify his address, the address in the roll of members shall be deemed to be his address.

7. Should any member of the Society other than the Chairman, the Expert in Catering Technology nominated by the Central Government and the Principal, Institute of Hotel Management, Catering & Nutrition of Hotel Management, Catering & Nutrition, be unable to attend a meeting of the Society and such representative shall have all the rights and privileges of a member of the Society including the right to vote for that meeting.

PROCEDURE OF MEMBERS.

8. i) When a person becomes member of the society by reason of the society by reason of the office he holds his membership shall terminate when he ceases to hold that office.

ii) A member of the Society nominated by the Central Government or by the State Government shall continue to be a member during the pleasure of the Central Government or the State Government, as the case may be.

iii) The tenure of every person nominated by the Central Government under Rule 4(i) 9a) and Rule (IV) shall ordinarily be 3 years unless terminated earlier under rule 8 (ii).

CESSATION OF MEMBERSHIP

1. A member of the Society shall cease to be a member of the Society if he dies, resigns, becomes of unsound mind, be adjudged or adjudicated as insolvent or be convicted of a criminal offence involving normal turpitude if he is removed from the membership of the Society or if he (other than the Principal) accepts a full-time appointment in the Institute, or if he does not attend three consecutive meetings of the Society without leave of the Chairman.

2. RESIGNATIONS:

- i) The Chairman may resign his office by a letter addressed to the Central Government and his resignation shall take effect from the date it is accepted by the Central Government.
- ii) A member may resign office by a letter addressed to the Chairman under intimation to the authority by whom he was nominated and such resignation shall take effect from the date it is accepted by the Chairman.

3. VACANCY:

The Society shall function, notwithstanding any vacancy therein and notwithstanding any defect in the appointment or nomination of any of its member; and no act or proceeding of the Society shall be invalid merely by reason of the existence of any vacancy therein or if any defect in the appointment or nomination of its members.

4. MEETING OF THE SOCIETY:

- i) The Society shall meet whenever the Chairman thinks fit, provided that the Chairman shall call a meeting of the Society upon a written requisition of not less than four members proposed to be called. Provided further that the annual general meeting of the Society shall be held atleast once in every year as require under the Societies Registration Act, 1860.
- ii) For every meeting of the Society fifteen days' notice shall be given provided that the Chairman may, for reason to be recorded, call a special meeting on such notice as he may deem fit.
- iii) Five members of the Society including any representative authorized under Rule 6 shall constitute a quorum at any meetings.
- iv) In case of difference of opinion amongst the Members, the opinion of the majority shall prevail provided that in the event of disagreement by the Central Government representative representing Ministry of Finance on any financial matter, the same

would be referred to the Ministry of Tourism & Civil Aviation and the Finance Ministry for a decision.

- v) Each member of the Society, including the Chairman, shall have one vote and if there shall be an equality of votes on any question to be determined by the Society the Chairman or member presiding shall have an additional or casting vote.
- vi) All the meetings of the Board of Governors shall be deemed to be meeting of the Society.
- vii) Every meeting of the Society shall be presided over the Chairman and in his absence, by a member chosen by the members present to preside on the occasion.
- viii) Any business which it may be necessary for the Society to perform, except such as may be placed before its meeting may be carried out by circulation so circulation among all its members in India and any resolution so circulated and approved by a majority of the members signing shall be as effectual and binding as if such resolution had been passed at a meeting of the Society, provided that at least four members of the Society have recorded their views on the resolution.

5. BOARD OF GOVERNORS COMPOSITION POWERS, MEETINGS ETC.

The general superintendence, direction and control of the affairs of the Society and its income and property shall be vested in the hereinafter called the Board.

- 6. The members of the Board shall be the same as the Members of the Society.
- 7. Should any Member of the Board (other than the Chairman, the Expert on Catering Technology nominated by the Central Govt. and the Principal of the Institute of Hotel Management, Catering & Nutrition, New Delhi be unable to attend a meeting of the Board, he may appoint an authorized representative as a proxy to take his place at the meeting of the Board and such representative shall have all the rights and privileges of a Member of the Board including the right to vote for that meeting only.
- 8. The Board shall function, notwithstanding any vacancy therein and notwithstanding any defect in the appointment or nomination of any of its members, and no act or proceeding of the Board shall be invalid merely by reason of the existence of any vacancy therein or of any defect in the appointment or nomination of any of its members.
- 9. (i) Within the broad framework of policy laid down by the Central Government or instructions/orders issued by them from time to time the Board may frame/amend their by-laws to provide for all or any of the following matters:-
 - a) the formation of Department of teaching,
 - b) the fees to be charged for courses or study in the Institute and for admission to the examinations for conferment of the awards,

- c) the institution of fellowships, scholarships, exhibitions, loans, prizes and medals,
- d) the creation and classification of posts, the methods of appointment and determination of the terms and conditions of services of teaching and other staff of the Institute subject to prior approval of the Central Government in all such matters,
- e) the constitution of pension and provident funds for the benefit of the officers, teachers and other staff of the Institute,
- f) the establishment and maintenance of halls and hostels,
- g) the conditions of residence of students of the Institute and the levying of fees for residence in the halls and hostels and of other charges, and
- h) other matters of relevant and importance in the administration of education institutions.

ii) The Board may, by resolution, appoint such committees for such purposes and with such powers as the Board may think fit. The Board may co-opt such persons to these committees as it considers suitable, either from amongst the Members of the Board of Governors or outsiders.

iii) The Board may, by resolution, delegate to a committee or the Chairman such of its power for the conduct of its business as it may deem fit, subject to the condition that action taken by any committee or the Chairman under the powers delegated to them by this rule shall be reported for confirmation at the next meeting of the Board.

10. i) Ordinarily, the Board shall meet once in every six months and fifteen days' notice shall be given of each meeting and a copy of the proceedings of such meeting shall be furnished to the Central Government as soon as possible after the meeting, provided that the Chairman may, whenever he thinks fit, and shall on the written requisition of not less than two members, call a special meeting.

ii) Five members of the Board, including any representative authorized under Rule 13 shall constitute a quorum at any meeting of the Board.

iii) In case of difference of opinion amongst the Members, the opinion of the majority shall prevail provided that in the event of disagreement by the Central Government representative representing Ministry of Finance on any Financial matter, the same would be referred to the Ministry for Tourism and Civil Aviation and the Finance Ministry for a decision.

iv) Each member of the Board, including the Chairman, shall have one vote, and if there shall be an equality of votes on any question to be determined by the Board, the Chairman or member presiding shall have an additional or casting vote.

- v) Every meeting of the Board shall be presided over by the Chairman and, in his absence, by a member chosen by the member present to preside on the occasion.
- vi) Any business which it may be necessary for the Board to perform except such as may be placed before its meetings, may be carried out by circulation among all its members in India and any resolution so circulated and approved by a majority of the members signing shall be as effectual and binding as if such resolution had been passed at a meeting of the Board, Provided that at least five members of the Board have recorded their views on the resolution.

11. EXECUTIVE COMMITTEE COMPOSITION POWERS MEETING ETC.

- i) Out of the members of the Board of Governors the following shall constitute an Executive Committee:-
 - a) The Director of Technical Education, or if there be no such person the officer who is for the time being the administrative head of the department which is incharge of technical education, whether in addition to other functions or otherwise.
 - b) Two of the representative of the Central Government to be specified by the Central Government, one of the representatives to be specified as convener of the Executive Committee.
 - c) The expert nominated by the Central Government to the Board of Governors, and
 - d) The Principal of the Institute.
12. It shall be the duty of the Executive Committee to see that the decision taken by the Board of Governors are implemented.
13. The Executive Committee shall exercise all or an of the powers and functions of the Board of Governors, subject to the general superintendence direction and control of the board.

The Executive Committee shall function, notwithstanding any vacancy therein and notwithstanding any defect in the appointment or nomination of any of its members, and no act of proceedings of the Executive Committee shall be invalid merely by reason of the existence of any vacancy therein or of any defect in the appointment or nomination of any of its members.

- (i) The Executive Committee shall meet as often as necessary and atleast once in three months, and 19 days' notice shall be given of each such meeting and a copy of the

- proceedings of such meeting shall be furnished to the Board of Governors and to the Central Government as soon as possible after the meeting PROVIDED that the convenor may, whenever he thinks fit, and shall on the written requisition of not less than two members, call a special meeting.
- (ii) The meeting of the Executive Committee shall be presided over by a Member elected to preside over that meeting. If there is any difference of opinion with regard to the Chairman, the meeting shall be presided over by the Convenor of the Executive Committee or in his absence by one of the other representatives of the Central Government.
 - (iii) Three members of the Executive Committee present in person shall constitute a quorum at any meeting of the Committee.
 - (iv) In case of difference of opinion amongst the Members, the opinion of the majority shall prevail provided that in the event of disagreement by the Central Government representative representing Ministry of Finance on any financial matter, the same would be referred to the Ministry of Tourism & Civil Aviation and the Finance Ministry for decision.
 - (v) Each member of the Executive Committee including the Chairman elected for the meeting shall have one vote, and if shall be an equality of votes on any question to be determined by the Committee the Chairman elected for the meeting shall have an additional or casting vote.
 - (vi) Any business which it may necessary for the Executive Committee to perform, except such as may be carried out by circulation among all its members in India and resolutions so circulated and approved by the majority of the members signing shall be as effectual and binding as if such resolution had been passed in a meeting of the Committee, PROVIDED that at least three members of the Committee have recorded their views on the resolution.

24. PRINCIPAL:

- i. The Board shall with the prior approval of the Central Government appoint the Principal of the Institute.
- ii. The Principal shall be the Principal academic and executive officer of the Institute and shall be responsible for the proper administration of the Institute and for the imparting of instruction and the maintenance of discipline. All other staff of the Institute shall be subordinate to the Principal.
- iii. The Principal shall be the custodian of records, the funds of the Institute and such other property of the Institute as the Board may commit to his charge.
- iv. The Principal shall act as Secretary of the Society, the Board, the Executive Committee and other Committees of the Society or the Board. He shall discharge all functions of the Secretary as provided in the Registration Act.

- v. The Principal shall have such other powers and shall perform such other duties as may be delegated to him by the Board.
- vi. The Principal shall have the power to red legate his power to any of his subordinates with the approval of the Board.
- vii. In the event of the occurrence of any vacancy in the office of the Principal or if the Principal is unable to discharge his functions owing to absence, illness or any other cause, if shall be open to the Board to authorize any person to exercise such powers, functions, and duties of the Principal as the Board may deem fit.

25. ACCOUNTS, AUDIT AND REPORTS:

Within six months of the closing of the previous financial year the Society shall submit to the Central Government for their approval Budget Estimates for the ensuring year, Alongwith a report on the working of the Institute and an audit Statement of Accounts showing the income and expenditure for the previous year, provided that the Budget Estimates for the first year will be submitted in accordance with such directions as the Central Government may issue in this respect.

26. SOCIETY OF THE SUED IN THE NAME OF THE SECRETARY:

For the purpose of Section 6 of the Societies Registration Act, 1860 (XXI of 1860), the person in whose name the Society may sue or be sued shall be the Secretary of the Society.

27. All contracts for and on behalf of the Society shall be executed by the Principal of the Institute if the value of the contract is Rs. 10000/- or less and the Principal of the Institute and the convenor of the Executive Committee if the value of the contract exceeds Rs. 10000/-. The Board any also authorize any person to enter into contracts on behalf of the Society subject to such restrictions and conditions as the Board may impose.

28. ALTERATION ETC. OF PURPOSES AND OF RULES

- i. Subject to the Prior approval of the Central Government the Society may alter, extend or abridge any purpose for which it is established provided it carries out the procedure prescribed in that behalf by Act XXI of 1860.
- ii. These Rules may be altered with the consent of the Central Govt. at any time by a resolution passed by a majority of two-thirds of the members present at any meeting of the Society which shall have been duly convened for the purpose.

29. The Society may be dissolved in accordance with the provisions of Section 13 and 14 of the Societies Registration Act (21 of 1860) after obtaining the previous consent of the Central Government.
30. If on the winding up or the dissolution of the Societies there shall remain, after the satisfaction of all its debts and liabilities, any property whatsoever, the same shall not be paid to any of its members or distributed amongst them, but subject to provisions of section 14 of the Act shall be disposed off as the Central Government may determine.

INSTITUTE OF HOTEL MANAGEMENT CATERING AND NUTRITION (DELHI) SOCIETY.

STAFF REGULATIONS

In pursuance of the relevant provision of the Memorandum of Association and Rules of the Institute of Hotel Management, Catering and Nutrition (Delhi) Society, the Board of Governors hereby makes the following regulations, namely:

CHAPTER – I

1. SHORT TITLE, COMMENCEMENT AND APPLICATION:

- i. These regulations may be called the Institute of Hotel Management Catering and Nutrition (Delhi) Society's "Staff Regulations 1987".
- ii. They shall come into force at once and shall replace any other staff rules/regulations that may have been in force.
- iii. They shall apply to all the employees of the Society. In respect of the persons employed by the Society on Agreement/Contract, the rules shall be those no may be specifically provided in the Contract or Agreement as the case may be. In respect of the persons appointed on deputation from the Central or State Government, all matters relating to such employees shall be governed by the term of deputation and if on any specific matter there is no provision about the same in terms of deputation, reference should be made to the parent Government or Department as the case may be.

2. DEFINITIONS:

In these regulations, unless the context otherwise requires:

- a) "Appendix" means an Appendix to these regulations;
- b) "Appointing Authority" means the authority prescribed in Regulation 5;
- c) "Board of Governors" means the Board of Governors of the Society;
- d) "Chairman" means the Chairman of the Board of Governors;
- e) "Secretary" means the Secretary of the Society;
- f) "Society" means the Institute of Hotel Management Catering and Nutrition (Delhi) Society;
- g) "Employee" means a person who is in the wholetime service of the Society but does not include a person employed by the Society on daily wages;
- h) "Executive Committee" means the Executive Committee of the Society;
- i) "Institute" means Institute of Hotel Management, Catering and Nutrition, Delhi;
- j) "Principal" means the Principal of Institute of Hotel Management, Catering and Nutrition, Delhi;

- k) “Central Government” means Ministry or Department in the Central Government dealing with the subject;

CLASSIFICATION OF POSTS:

The classification of the posts in the Society and the scales of pay attached there to shall be an set out in Appendix II and shall be subject to such orders as may be issued by the Society from time to time in conformity with the orders/instructions issued by the Central Government from time to time.

CHAPTER II

STRENGTH OF STAFF:

The Board of Governors shall from time to time determine with the approval of the Central Government is Strength of the staff both permanent and temporary order the various categories required for carrying out functions subject to the norms, orders/guidelines prescribed by the Central Government from time to time.

APPOINTMENTS:

i) Appointments (form Appendix III) to posts in Group 'C' and 'D' shall be made by the Principal and appointments to posts in Group 'A' and 'B' shall be made by the Board of Governors and by the Executive Committee respectively or by a duly constituted Sub-committee authorized by the Board to hold such selections provided that the appointment of the Principal shall be made in accordance with the provisions of Rule 24 (i) of the Rules & Regulations of the Society.

ii) QUALIFICATION FOR APPOINTMENTS:

The qualifications for appointment to the posts in various cadres in the Institute shall be such as may be determined by the Principal/Executive Committee/Board of Governors from time to time in accordance with any orders/instructions issued by the Central Government in this regard.

iii) METHOD OF RECRUITMENT:

Recruitment to the posts may be made:

- a) by direct recruitment;
- b) by promotion; and
- c) by appointment of employees borrowed from Government Departments and other Institute;
- d) on contract;

Note:

Appointment to a post in any grade by promotion shall be made whether in a permanent or officiating capacity from amongst employees serving in posts in the next lower grade. Notwithstanding anything contained in the above rules the Board of Governors/Executive Committee may by a general or special order and subject to such conditions as it may specify in such order delegate to any authority the power to make adhoc appointments.

v) SUPERANNATION:

a) All employees of the Institute except Grade 'D' employees shall retire on attaining the age of provided that the Board of Governors may if satisfied that the interest of the Society so requires and in consideration of the outstanding nature of work done by an employee, extend by an order in writing, with the prior approval of the Central Government, the period of service of existing terms and conditions or on re-employment or on contract service for any period not exceeding two years in aggregate, subject to any instructions/orders issued by the Central Government in such matters. Grade 'D' employees shall retire on attaining the age of 60 years.

b) Notwithstanding anything contained in Regulation (a) an employee shall, on invalidation by the appropriate medical authority, cease to be in service on account of complete and permanent incapacitation determined in accordance with the relevant rules applicable to comparable categories of Central Government employees from time to time.

vi) PROBATION:

- 1) Every employee shall, on appointment to any post (whether on promotion or otherwise) be on probation for a period of one year commencing from the date of regular appointment;
- 2) Nothing in this regulation shall apply to the persons employed on deputation from Central/State Governments or an Institute.

MEDICAL FITNESS:

Every person appointed for the first time to any post in the Institute shall, before joining duty in the post, be required to furnish a medical certificate of fitness in the form prescribed in Appendix I from a competent medical authority or from an authority as may be prescribed by the Institute.

- a) an employee has come on deputation;
- b) an employee is re-employed, provided break in the two appointments is less than 3 months;
- c) an employee has already been medically found fit. Medical certificate of fitness will have to be obtained by the employees

i) TERMINATION OF SERVICE:

a) i) No employee other than a person on deputation from the Central Government or any State Government or an Institute shall leave or discontinue his service in the Institute except after giving one Month's notice in writing of his intention to do so to the Principal.

- ii) Provided further that where an employee has completed the period of probation and stands confirmed, the period of such notice shall be, three months.
- iii) However, if an employee wants to leave service instantaneously, he may be permitted to do so by depositing with the Institute pay and allowance for the period of notice, as the case may be.
- iv) Provided that the appointing authority may, for reasons to be recorded in writing, waive, either wholly or in part, the requirement as to payment of such compensation.
- i) The Institute may at any time and without assigning any reason, terminate the service of any employee who has not completed his probation, after giving one month's notice in writing or a month's pay and allowance in lieu thereof.
- ii) The Institute may at any time and without assigning any reason terminate the services of an employee who has completed period of probation and stands confirmed by giving him three months notice or pay and allowance thereof.
- c) In case of Group 'C' and Group 'D' employee the Principal shall be the competent authority while Executive Committee for Class 'B' posts and above, shall be the competent authority. However, the Executive Committee will exercise this power only after the Board of Governors has accorded its approval in this behalf.
- d) Nothing contained in these, Regulations shall affect the right of the appointing authority to retire, remove or dismiss an employee without giving any notice or pay in lieu of notice in accordance with the provisions of relevant rules concerning conduct and discipline of employees.

CHAPTER III

6. GENERAL CONDITIONS OF SERVICE:

In all matters relating to service conditions such as fixation of pay; increments; counting of service for increments; compulsory deductions; optional deductions; grant of special pay; personal pay; honorarium and fees; Dearness Allowance; Additional Dearness; Interim Relief; Leave Travel Concession; Compensatory Allowance; House Rent Allowance; Children Education Allowance; House Building Advance; Festival Advance; Advance for purchase of Conveyance; Control and appeal Rules; Conduct Rules; Contributions to Contributory for grant of various kinds of leaves; Medical Rules; Gratuity and Terminal Benefits etc. the Central Government Rules on the subject, as applicable to comparable categories of Central Government Employees/servants, shall Mutatis Mutandis be applicable to the corresponding categories of the employees of the Society subject to any orders/amendments/instructions issued by the Central Government on the relevant subject from time to time, except that where the Board of Governors, with the approval of the Central Government adopts a specific provision/rule in respect of any specific service matters, the employees of the Institute shall be subject to those provisions in respect of such specified matters.

NOTE:

- (i) The above list is only illustrative and not exhaustive. All matters which may not have been spelt out above shall also be regulated in the same manners as in the case of Central Government servants of corresponding categories.
- (ii) Employees of the Institute shall be eligible to contribute to contributory Provident Fund under the terms and conditions as laid down in Contributory Provident Fund (India) Rules 1962 as amended from time to time.

CHAPTER IVRESIDENTIAL ACCOMMODATION:

- (i) Out of the residential accommodation owned by the Society, the Society may at its discretion make available such residential accommodation as it considers appropriate to the pay, rank and status of an employee, and on such rates of monthly licence fee as it considers reasonable. The Society will not have any authority to hire accommodation and give it to staff members.
- (ii) In deciding the suitability of such residential accommodation to an employee's pay, rank and status as well as in determining the licence fee to be recovered from the employee for such accommodation, the Society will bear in mind the scales of accommodation and the rates of house rent in force under the Central Government rules governing the allotment of residential accommodation to its employees, but the decision of the Society in regard to such question shall be final.
- (iii) If an employee refuses to accept the residential accommodation made available by the Society and if the Society does not consider his reasons for doing so adequate and acceptable, the Society may stop the house rent allowance payable to him in terms of relevant rules.
- (iv) Accommodation of appropriate scale will be allotted to the employee strictly in accordance with the 'Rules' drawn up for allotment of such residential accommodation.

CHAPTER VMEDICAL:

Matters not covered by these Rules will be governed by Government of India's instructions in that behalf.

CHAPTER VI

The following powers will be exercised by the authorities given against each:-

S.No.	Nature of Power	Extent of Power	Authority competent to exercise it.
1	Matters regarding Medical Examination: i) For appointment. ii) For grant of leave. iii) For any other purpose.	Full	Principal
2	<u>Probation period:</u> i) Initial probation. ii) Extension of probation. iii) Complete of probation.	Full	Appointing Authority
3	<u>Extension of Services:</u> i) Beyond Superannuation/and re-employment / contract employment.	Full	Board of Governors subject to approval of the Central Government.
4	<u>Appointments</u>	Group A Group B Group C & D	Board of Governors Board of Governors Principal
5	<u>Termination of Services</u>	Group A Group B Group C & D	Board of Governors Board of Governors Principal
6	<u>Deduction in establishment</u>	Full	Board of Governors
7	<u>Disciplinary Authority</u>	Group C and D Group A and B	Principal Board of Governors/ Executive Committees.
8	<u>Pay fixation</u>	Full	Principal
9	<u>E.B. crossing</u>	All employees	Principal
10	<u>Grant of spl./Advance increments.</u>	-do-	Appointing authority
11	<u>Allowances-Admissibility of decision regarding.</u>	-do-	Board of Governors.
12	<u>Adoption of rate of pay and allowances.</u>	-do-	Board of Governors.
13	<u>Grant of leave – all kinds</u>	-do-	Principal
14	<u>Details for duty during vacation.</u>	-do-	Principal

15	<u>Accommodation</u>	-do-	Principal
16	<u>T.A./D.A.</u>	-do-	Principal
17	<u>Travel by Air</u>	-do-	Executive Committee in the case of entitled officers and Board of Governors with approval of the Central Government in the case of non-entitled officers.
18	<u>Gratuity and other retirement benefits.</u>	-do-	Appointing authority.
19	Relaxation/Interpretation of any rules.	-do-	Board of Governors subject to approval of the Central Government.

NOTE:

- (i) In respect of any of the above matters concerning the Principal the decision will be taken at the level of the Board of Governors will the approval of the Central Government.
- (ii) For effecting better day to day administration, Principal may delegate his powers to any authority subordinate to him.
- (iii) Principal powers shall be exercised as per Bye-laws of the Society.