



**Army Institute Of Technology (AIT), Dighi Camp, Pune - 15.**

Director : 7249250115, Joint Director : 7249250117, Principal : 7249250186

Exch : 7249250183, 7249250184, 7249250185

Website : [www.aitpune.com](http://www.aitpune.com) Email : [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)

Recognised by AICTE and DTE Maharashtra and affiliated to Savitribai Phule Pune University

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# Appointment Orders 2018-19

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 27157534/27157612

APPOINTMENT ORDER

Ref No. AIT/0234/TAppt/Coord

Date: 01 Feb 2016

To,

**Dr. Bhagwat Pandharinath Patil**

SUB: APPOINTMENT TO THE POST OF PRINCIPAL

Sir,

In response to our advertisement dated 30 Nov 2015, you had applied for the post of **Principal**. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of Savitribai Phule Pune University.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of **37400 - 67000** with effect from **01 Feb 2016**. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the Savitribai Phule Pune University, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time basis on probation for a period of one year from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.  
(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.  
(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

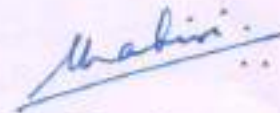
Received  
ftw

- (f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of **Rs. 65,990/-** per month in the scale indicated above. You will also be entitled to Annual Grade Pay of **Rs. 10,000/-** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture / per hour.
- (iii) Your appointment and salary shall be subject to approval by the Savitribai Phule Pune University.
4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
- (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).

9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Director. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.

18. You are not entitled for any vacation.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



Date: 01Feb 2016

To,

The Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015

**Sub: Joining Report**

**Ref: Appointment Order No.AIT/0234/TAppt/Coord dt 01 Feb 2016**

Respected Sir,

With reference to the above appointment order, I hereby inform you that I have joined the duties as **Principal** w.e.f. **01 Feb 2016**.

I agree and accept all the terms and conditions mentioned in above referred appointment order and I undertake to abide the same.

Thanking you,

Yours Sincerely,



*[Handwritten signature]*  
01/02/2016  
(Dr. B.P. Patil)

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

Appointment Order  
(Teaching)

AIT/0235/NTAppt/Coord

Date: 09 Dec 2010

Mr G.R. Patil

Dear Sir,

The undersigned is pleased to inform you that you are hereby appointed as **Assistant Professor in E&TC dept** with effect from **10 Jan 2011**.

You will be paid:

1. A Basic pay of Rs. 17,460/- in the pay scale of 12000-18300. An amount of Rs. 18,425/- will be paid to you as a special allowance.
2. Dearness Allowance, City Compensatory allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.
3. Your appointment is subject to the following conditions: -
  - (a) You will be on probation for a period of two years from the date of taking over duties.
  - (b) Your appointment on probation shall not be deemed as confirmed unless you are issued with an order of confirmation at the end of your probation.
  - (c) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
  - (d) You will have to complete your Doctorate degree (Ph.D) within 5 years from the date of this appointment order.
  - (e) Your services may be terminated at any time even after confirmation by the Management giving three months notice or three months pay (basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.

- (f) If for some reason you decide to leave this job, you must give three months notice or three months pay (basic Pay) in lieu of it.
- (g) You will have to undergo at your own expense medical examination by the medical officer of this institute or a reputed and qualified civil doctor as approved by this institution within three months of this appointment. This appointment is provisional pending submission of medical certificate by you stating that you are free from any contagious disease and that you are physically fit for employment with Army Institute of Technology.
- (h) You should submit the original as well as true copies of passing certificates marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.
- (j) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.
- (k) In case you are accepting this appointment, you shall have to submit the discharge certificate from your present employer if any, and will have to give an undertaking agreement in the prescribed form (enclosed) in duplicate before joining the duties.
- (l) If your acceptance is not received up to 03 Jan 2011 your appointment is liable to be cancelled / withdrawn.



*Mahin*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

- Copy To:
1. Secretary Management Committee, AIT
  2. Account Section
  3. Establishment Section - 2 Copies including one for personnel file.

Received  
Ch-  
13/12/2010



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Appointment Order  
(Teaching)**

AIT/0234/TAppt/Coord

Date: 21 Nov 2015

Dr Gajanan Rangrao Patil

The undersigned is pleased to inform you that you are hereby appointed as **Associate Professor in Electronics & Telecommunication Department** with effect from **21 Nov 2015 for the Academic Year 2015-16.**

You will be paid:

1. A Basic Pay of Rs. 44,820/- with an AGP of Rs. 9,000/- pm. in the scale of 37400-67000/-.
2. Dearness Allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.
3. Your appointment is subject to the following conditions: -
  - (a) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
  - (b) Your services may be terminated at any time by the Management by giving one months notice or one months pay (basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
  - (c) If for some reason you decide to leave this job, you must give one months notice or one month's pay (basic Pay) in lieu of it.
  - (d) You will have to undergo at your own expense medical examination by the medical officer of this institute or a reputed and qualified civil doctor as approved by this institution within three months of this appointment. This appointment is provisional pending submission of medical certificate by you stating that you are free from any contagious disease and that you are physically fit for employment with Army Institute of Technology.
  - (e) You should submit the original as well as true copies of passing certificates mark sheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

(f) You shall be entitled for **08** days Casual Leave & **06** days Medical Leave and PL of 11 days for the said period.

(g) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(h) In case you are accepting this appointment, you shall have to submit the discharge certificate from your present employer if any, and will have to give an undertaking agreement in the prescribed form (enclosed) in duplicate before joining the duties.

(j) If your acceptance is not received within 07 days from receipt of this order, your appointment is liable to be cancelled / withdrawn.



*Mohini*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

- Copy To:
1. Secretary Management Committee, AIT
  2. Account Section
  3. Establishment Section - 2 Copies including one for personnel file.

**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015**

AIT/0234/TAPPT/Coord

13 May 2016

To,

Dr. G.R. Patil,

This is to inform you that Management is pleased to promote you to the post of Professor in Electronics and Telecommunication department w.e.f. 1<sup>st</sup> Feb 2016.

Your salary would be in the pay scale of 37400-67000 with Basic Pay of Rs. 44,820/- and AGP 10,000/- from the said date.

This is for your information please.

*Mahiri*

(Dr. SK Lahiri)  
Brig (Retd)  
Director, AIT  
Director

Army Institute of Technology  
Dighi Hills, Pune - 411015.



**Copy to :-**

Accounts Section  
Personal File

read  
*Ch*  
(G.R. Patil)

From: Gajanan Rangrao Patil  
S.No 66/2/23, No CME Society  
Sant Tukaram Nagar, New Sangvi  
PUNE-411027  
Date: 14/1/2011

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**


Respected Sir,

This is with reference to your appointment order No:- AIT / 0235/NT Appt/Coord  
Dated: 09 Dec 2010 for the post of: Asst. Professor.

I hereby accept your appointment order and Join the duties from  
14/1/2011 accordingly.

Thanking you,

Yours Sincerely,

  
( Gajanan R. Patil )



Tele:27157534/2101  
Website: [www.aitpune.com](http://www.aitpune.com)  
Email - [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)



Army Institute of Technology  
Alandi Road, Dighi Hills  
Pune - 411 015

AIT/0234/TAppt/Coord

21 Feb 2019

To,

Dr. Surekha K S,

This is to inform you that Management is pleased to promote you to the post of Professor in Electronics & Telecommunication Engineering department w.e.f. 01 Mar 2019.

Your salary would be in the pay scale of 37400-67000 and AGP 10,000/- from the said date.

This is for your information please.

(Abhay A Bhat)  
Brig (Retd)  
Director, AIT

**Copy to:-**

HOD (E&TC)  
Accounts Section  
Personal file

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015.

AIT/Adm/0032/T.5

Date 3 May 2011

To,

Prof (Mrs) K S Surekha,

1. Ref. AWES letter No B/45806/Pay/AWES dt 28 April 2011.
2. Management is pleased to inform you that, as you were approved Asst Prof on or before 1<sup>st</sup> Jan 2006, you are hereby redesignated as Associate Professor in E&TC dept in the pay band 37400- 67100 with a AGP of Rs 9,000/- w.e.f 1<sup>st</sup> July 2009 i.e the date of implementation of Revised pay scale.
3. However you are advised to complete PhD as required for the post of Associate Prof, within the stipulated period mentioned in your approval letter of the University of Pune.



(S K Lahiri)

Brig (Retd)

Director AIT

Army Headquarters  
Eight Hills Post 40013





APPOINTMENT ORDER

Ref No. AIT/Adm/0032/T.S.

Date : 18 Dec 96

To,

Mrs Sunekha K.S  
Pune

**Sub : Appointment to the post of Asst Prof in  
Electronics & Telecommunication Engg (Subject)**

Madam,

In response to our advertisement dated 12 Oct 96 you had applied for the post of Asst Prof in E&TC Engg. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in Army Institute of Technology College/Institute at Dighi Hills, Pune - 411 015 in the scale of Rs. 3700-5700 with effect from 1 Jan 1997. Your appointment is subject to the following terms and conditions :

1. Your services will be governed by the Maharashtra University Act, 1974, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune and State Government from time to time.
2. (a) You are appointed in clear vacancy on full-time/~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is ~~purely temporary~~ for a period of \_\_\_\_\_ i.e. from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is ~~on the leave vacancy~~ for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_. Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_. Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

(3) (i) You will be paid basic pay of Rs. 3700/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education/Director of Medical Education & Research/Director of Higher Education as the case may be.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil / Ph.D., M.D. /M.S., M.E. etc.) as prescribed by the University/State Govt or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.





6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheet, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the Statutes at the time of joining the duties.
8. You will be allowed to join the duties on producing of —
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of the them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than six months.

15. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
16. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



*Banda*

Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

Army Institute of Technology  
Pune-411015. Phone-411015.

Inward No. 1117  
Date 31/1/97

Xerox  
MRS SUREKHA K S

19, ISHER APARTMENTS  
NEAR SWASTIK RUBBER  
OFF AUNDH ROAD  
KHADKI PUNE-411003

31-1-1997

The Principal  
A.I.T. Dighi Hills  
Pune.

Sub: My appointment to the post of Asst Professor in  
Electronics and Telecommunication Engg at your  
college vide your letter NO. AIT/Adm/0032/T.S.  
dated 28-12-1996.

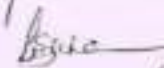
Dear Sir,

I refer to your above letter. I have conveyed to  
you my acceptance of the appointment and also the  
terms and conditions to which the appointment is  
subject to, in my letter to you dated 28/12/1996.

I am reporting to my duties at the college  
in the forenoon of today i.e. 31-1-1997 as Asst.  
Professor in the Department of Electronics and  
Telecommunication. I look forward to a fruitful tenure  
during which I offer to do my best for the  
Students and the Institution.

Thanking you,

Yours truly,

  
(Mrs. Surekha K.S.)

31-1-1997



AIT/0234/T-Appt/Coord

Date 2 Aug 2021

To,

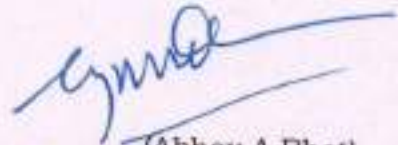
Dr P B Karandikar,

You have fulfilled the condition of completing PhD in stipulated period of 7 years as mentioned in the University approval letter dated 25/01/2014, on the post of Assistant Professor, and you have been issued unconditional approval by the University of Pune vide letter Ref No- CC0/230 dated 25/01/2014.

Considering the same, it is confirmed that you are promoted as Associate Professor w.e.f 23 April 2013. Your salary has been fixed in the pay scale of 37400-67000 with AGP of Rs 9,000/-.

Please accept and acknowledge.

Received  
5/8/21



(Abhay A Bhat)  
Brig (Retd)  
Director

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 16 Jul 07

To,

Mr Karandikar P B

SUB: APPOINTMENT TO THE POST OF 'ASSISTANT PROFESSOR' IN  
ELECTRICAL ENGINEERING

Sir,

In response to our advertisement dated 26 Apr 2007, you had applied for the post of Assistant Professor in Electrical Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 12000-420-18300 with effect from 16 July 2007. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_. Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 13,260/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications P.L.D. (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the Seven (7) years period.

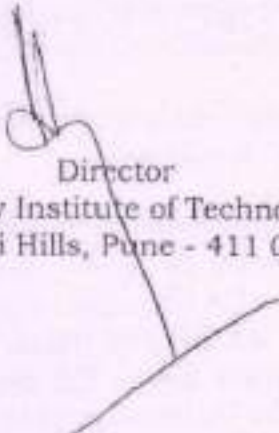
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



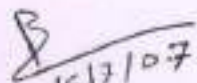
16 July 2007

The Principal  
AIT, Pune-15

subject:- Joining Report

As per your appointment order dated  
16 July 2007 (Ref- AIT/Adm/0032/TS) for the post  
of Assistant Professor in Electrical Engineering, I am  
joining the institute as a Asst. Professor in  
ASGE Department.

Thanking you,

  
16/7/07  
P. B. Karandikar



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

Appointment Order  
(Teaching)

AIT/0234/TAppt/Coord

Date: 12 Mar 2014

Ms Shraddha Oza

Dear Madam,

The undersigned is pleased to inform you that you are hereby appointed as **Assistant Professor in Electronics & Telecommunication Department** with effect from **12 Mar 2014**.

You will be paid:

1. A Basic Pay of Rs. 32,460/- with an AGP of Rs. 8,000/- pm. in the scale of 15600-39100. You will be entitled for yearly increment in July 2014.
2. Dearness Allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.
3. Your appointment is subject to the following conditions: -
  - (a) You will be on probation for a period of two years from the date of taking over duties.
  - (b) Your appointment on probation shall not be deemed as confirmed unless you are issued with an order of confirmation at the end of your probation.
  - (c) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
  - (d) Your services may be terminated at any time by the Management by giving one months notice or one months pay (basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
  - (e) If for some reason you decide to leave this job, you must give one months notice or one months pay (basic Pay) in lieu of it.
  - (f) You will have to undergo at your own expense medical examination by the medical officer of this institute or a reputed and qualified civil doctor as approved by this institution within three months of this appointment. This appointment is provisional pending submission of medical certificate by you stating that you are free from any contagious disease and that you are physically fit for employment with Army Institute of Technology.

Recd

17/3

(g) You should submit the original as well as true copies of passing certificates, marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(j) In case you are accepting this appointment, you shall have to submit the discharge certificate from your present employer if any, and will have to give an undertaking agreement in the prescribed form (enclosed) in duplicate before joining the duties.

(k) If your acceptance is not received within 07 days from receipt of this order, your appointment is liable to be cancelled / withdrawn.



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

- Copy To:
1. Secretary Management Committee, AIT
  2. Account Section
  3. Establishment Section - 2 Copies including one for personnel file.

Date: 12/3/2014

To,

The Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015

Sub : Joining Report

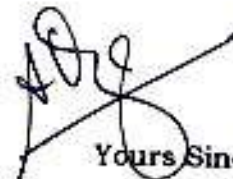
Ref : Appointment Order No. AIT/0234/2014 dated 12/03/2014

Respected Sir,

With reference to the appointment order referred above, I hereby join the duties as Assistant Professor in E&Te dept w.e.f. 12.3.2014 accordingly.

I agree and accept all the terms and conditions mentioned in above referred appointment order and I undertake to abide the same.

Thanking you,



Yours Sincerely,



Tele: 7249250115/2101  
Website: [www.aitpune.com](http://www.aitpune.com)  
Email - [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)



Army Institute of Technology  
Alandi Road, Dighi Hills  
Pune - 411 015

AIT/0234/TAppt/Coord

09 Feb 2021

To,

Dr. (Ms) Shraddha Oza,

This is to inform you that, you are hereby promoted to the post of Associate Professor in E&TC dept. w.e.f. 10 Feb 2021.

Your salary would be in the pay scale of 37400-67000 and AGP 9,000/- from the said date.

This is for your information please.

**Copy to:-**

HOD (E&TC)  
Accounts Section  
Personal file



(Abhay A Bhat)  
Brig (Retd)  
Director, AIT

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015.

Recd  
+Bg

**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/A.S.

Date: 24 Jan 2008

To,

Mrs Renuka Bhandari

Dear Madam,

1 It is hereby informed that, you are appointed on adhoc basis as 'Lecturer - E&TC Engineering Department' for the period 24 Jan 2008 till 30 Apr 2008, on the following terms and conditions:

You will be paid:

- (a) A consolidated salary of Rs. 18,260/- per month. In addition to this consolidated salary, you will be paid a sum of Rs. 4,500/- as incentive on successful & satisfactory completion of your tenure in the month of Apr 2008.
- (b) You will be entitled for 2 casual, 2 Medical and 6 Privilege leaves during this tenure.
- (c) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
- (d) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay (Basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
- (e) If for some reason you decide to leave this job, you must give one month's notice or one month's pay (Basic + DA) in lieu of it.

(f) You should submit the original as well as true copies of passing certificates marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

(g) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



Copy To: 1. Account Section  
2. Personal file.

*Atain*

**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/A.S.

Date : 23 April 2008

To,

Mrs Renuka Bhandari

Dear Madam,

1 It is hereby informed that, you are appointed on adhoc basis as 'Lecturer - E&TC Engineering Department' for the period 01 May 2008 till 31 Mar 2009, on the following terms and conditions:

You will be paid :

(a) A basic pay of Rs. 8,000/- per month in the pay scale of Rs. 8000-275-13500.

(b) Dearness Allowance, City Compensatory allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.

(c) You will be entitled for 7 casual, 7 Medical and **24** Privilege leaves during this tenure.

(d) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.

(e) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay (Basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.

(f) If for some reason you decide to leave this job, you must give one month's notice or one month's pay (Basic + DA) in lieu of it.

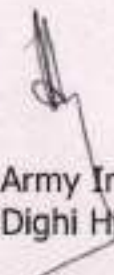
*Rain..*  
30/04/08



(g) You should submit the original as well as true copies of passing certificates marksheet, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy To: 1. Account Section  
2. Personal file.

**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/A.S.

Date: 12 Aug 2009

To,

Ms Renuka Bhandari,

Dear Madam,

1 It is hereby informed that, you are appointed as management appointment on adhoc basis as 'Lecturer -Electronics & Telecommunication Engineering Dept' for the period 17 Aug 2009 till 30 Jun 2010, on the following terms and conditions:

You will be paid:

(a) A basic pay of Rs. 8550/- per month in the pay scale of Rs. 8000-275-13500.

(b) You will be entitled for 7 casual, 7 Medical and 11 Privilege leaves for the said period.

(c) You will not be entitled for any other leave, than mentioned above.

(d) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.

(e) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.

(f) If for some reason you decide to leave this job, you must give one month's notice or one month's pay in lieu of it.

(g) You should submit the original as well as true copies of passing certificates marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

*R. Jain*

(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(j) In addition to the duties presently assigned, you will perform all such duties assigned by the Management from time to time.

*Mahin*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



- Copy To:
1. Account Section
  2. Personal file.

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 31 Jul 10

To,

Mrs Renuka Bhandari

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
ELECTRONICS & TELECOMMUNICATION**

Madam,

In response to our advertisement dated 07 May 2010, you had applied for the post of Lecturer in Electronics & Telecommunication. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 02 Aug 2010. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_

(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8550/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay

Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



Yours faithfully

*Mahin*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

*Mahin*

Tele: 7249250115/2101  
Website: [www.aitpune.com](http://www.aitpune.com)  
Email - [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)



Army Institute of Technology  
Alandi Road, Dighi Hills  
Pune - 411 015

AIT/0234/TAppt/Coord

07 Feb 2021

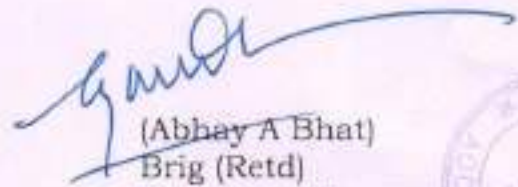
To,

Dr. (Mrs) Renuka Bhandari,

This is to inform you that, you are hereby promoted to the post of Associate Professor in E&TC dept. w.e.f. 10 Feb 2021.

Your salary would be in the pay scale of 37400-67000 and AGP 9,000/- from the said date.

This is for your information please.



(Abhay A Bhat)  
Brig (Retd)  
Director, AIT



**Copy to:-**

HOD (E&TC)  
Accounts Section  
Personal file

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015.

Received by  
Train -  
9/2/21



From: Renuka Bhandari

Date: 2/8/2010

To,  
The Director  
Army Institute of Technology  
Dighl Hills  
Pune- 411 015

SUBJECT: JOINING REPORT

Respected Sir,

This is with reference to your appointment order No:- AIT/Adm/0032/TJ  
Dated: 31 July/10 for the post of: lecturer (E&TC)

I hereby accept your appointment order and Join the duties from  
2nd Aug 2010 accordingly.

Thanking you,

Yours Sincerely,

Renuka Bhandari  
E&TC



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 7157534/7157612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS /533

Date: 16 Jul 03

To,

Ms Sushama Wadar

SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
ELECTRONICS & TELECOMMUNICATION ENGG

Madam,

In response to our advertisement dated 22 May 2003, you had applied for the post of 'Lecturer in Electronics & Telecommunication Engg'. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 16 Jul 2003. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ part-time basis on probation for a period of two years(s) from the date of joining.
- (b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_
- (c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_

  
19/7/03

(d) The post is reserved for DT (a) since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications M.E. (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the 5 years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.


7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.

8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA ) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during

probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.

18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

To,

The Principal

A.I.T.,

Pune.

Respected Sir,

I, Ms. Sushma Raju Wadar would like to inform you that with reference to the appointment letter received on 19th July 2003 is joining the duties today, 14th Aug 2003.  
kindly accept.

Thanking you.



Yours faithfully,  
*S. Wadar*

17 May 2012

To,

Mrs. Rajashree Suryawanshi,

Sub: - Offer letter for Appointment.

With reference to your application and subsequent interview, we hereby inform you as follows.

1. You are offered an appointment on adhoc basis as Assistant Professor in E&TC Department for the period 01 July 2012 till 30 April 2013.
2. You will be paid a consolidated salary of Rs. 50, 000/- per Month.
3. If you accept this offer, please intimate in writing about the same at the earliest.

  
17/5  
(S K Lahiri)  
Brig (Retd)  
Director

Received  
SPP. 

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 31 Jul 2012

To,

**MRS. RAJASHRI SURYVANSHI**

**SUB: APPOINTMENT TO THE POST OF ASSISTANT PROFESSOR IN  
ELECTRONICS & TELECOMMUNICATION ENGINEERING**

Sir,

In response to our advertisement dated 14 May 2012, you had applied for the post of **Assistant Professor** in **Electronics & Telecommunication Engineering**. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of **15600 - 39100** with effect from **01 Aug 2012**. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years from the date of joining.  
(b) Your appointment is ~~purely~~ temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on ~~the~~ leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received

~~ESP~~



3

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of **Rs. 20170/-** per month in the scale indicated above. You will also be entitled to Annual Grade Pay of **Rs. 7000/-** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.

8. You will be allowed to join the duties on production of -
- (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the

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individual and AIT to be paid back on your leaving the institute after due clearances.

18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



Director  
Army Institute of Technology  
Dighi Hills Pune-411015.

Date- 01/08/2012 .

To,

The Director  
Army Institute of Technology  
Dighi Hills Pune-411 015

Sub- Joining Report

Refer- Appointment order No- AIT/0234/TAppt/ dt 31/07/2012  
Coord.

Respected sir,

(Asst. prof) 01/08/2012 w.e.f. 01/08/2012 accordingly.

Thanking you,

Yours Sincerely,



SPF  
Mrs. Rajashree Singhawanshi

**ARMY INSTITUTE OF TECHNOLOGY**

DIGHI HILLS, PUNE 411 015

Tele. No. 7157534/7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/2703/TS

Date 26 Jul 2000

To,

Shri Jitendra Jawale

**SUB: APPOINTMENT TO THE POST OF LECTURER IN ELECTRONICS  
AND TELECOMMUNICATION DEPARTMENT.**

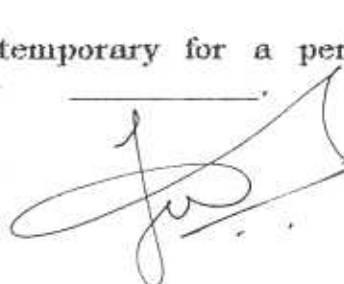
Sir,

In response to our advertisement dated 19 May 2000, you had applied for the post of Lecturer in Electronics and Telecommunication Department. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 1 August 2000. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full- time/ ~~part-time~~ basis on probation for a period of two year(s) from the date of joining.

(b) Your appointment is purely temporary for a period of \_\_\_\_\_ i.e. from \_\_\_\_\_ to \_\_\_\_\_.

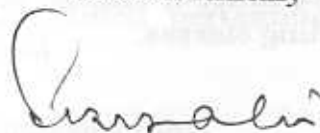


- (c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.
- (d) The post is reserved for OBC, since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.
- (e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of Rs.8000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.
4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/ UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications M.E. (M.Phil/Ph.D., ~~M.D./M.S.~~ M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the five years period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/ Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/ Management.
13. Your services are transferable to any other college/ institutions run by the Management.

14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA ) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
18. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015



From:-

Jitendra B. Jawale  
C/° M.K. HOTEL Building,  
Kawade Nuyave,  
Navi Sangavi,  
Pune - 411027.

Date:- 01/08/2000

To,

The Director,  
Army Institute of Technology,  
Dighi Hills, Pune - 5.

Sub:-> Joining letter,

Ref:- Your letter No. AIT/Adm/2708/TS dated  
26<sup>th</sup> July 2000.

Dear Sir,

With reference to the letter cited, I am  
pleased to join the duty on 01/08/2000, as a  
Lecturer, in Electronics and Telecommunication  
Dept. as per the condition and pay scale  
mentioned in your appointment order.

Sir, I assure you that I will render  
my best services for the up-liftment of the  
organisation. (I'll submit my originals cert. on 2<sup>nd</sup> Aug. 2000)

Thanking you.



**ARMY INSTITUTE OF TECHNOLOGY**

DIGHI HILLS, PUNE 411 015

Tele. No. 7157534/7157612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS/532

Date: 16 Jul 03

To,

Mr Kara Vijaykumar

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
ELECTRONICS & TELECOMMUNICATIONS ENGG**

Sir,

In response to our advertisement dated 22 May 2003, you had applied for the post of 'Lecturer in Electronics & Telecommunications Engg'. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 16 Jul 2003. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full- time/ part-time basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_

- (d) The post is reserved for SC since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.
- (e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of Rs. 8,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.
4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications M.E. (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the 5 years period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA ) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.

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17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully

Received  
A. V. Joshi



Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

From:

Karra. Vijay Kumar

349, Renuka Niwas

Shivajinagar Pune-45

Date: 17/07/2003

To,  
The Director  
Army Institute of Technology,  
Dighi Hills,  
Pune - 411 015.

**ACCEPTANCE LETTER FOR APPOINTMENT OF LECTURER in [E&TC]**

Sir,

Refer appointment order of LECTURER IN E&TC fwd vide

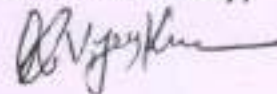
your letter No. AIT/Adm/0032/TS/532 dated 16 July 2003

I am joining my duties as LECTURER w.e.f. 16 July 2003

Kindly accept & do the needful.

Thanking you,

Yours faithfully,



(Karra-Vijay Kumar)



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 23 Jun 05

To,

Mr Avinash Patil

SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
ELECTRONICS & TELECOMMUNICATION ENGINEERING

Sir,

In response to our advertisement dated 18 Apr 2005, you had applied for the post of Lecturer in Electronics & Telecommunication Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 01 July 2005. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_

(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications M.E. (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the five years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.



You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA ) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employce on temporary /probation basis. Till the time approval of appointment is received

from the University, your services can be terminated on forthwith basis without assigning any reasons.

15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

*Boley*  
*24/6/07*

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Date  
24/6/05

To  
The Director,  
A.I.T., Pune.

Sub:- About the acceptance of Lecturer in E & TC Dept.

Respected Sir,

I undersigned "Mr. Avinash S. Patil" accepting the Appointment Order Ref. no. AIT/Adm/0032/TS dated 23<sup>rd</sup> June 2005.

And joining the college from 5<sup>th</sup> of July 2005.

Thanking you



Patil  
24/6/05

(Avinash Patil)

Contact :- 9823678051.

**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/T.S.

Date: 31 July 2010

To,

Ms Preeti Warriar

Dear Sir,

1 It is hereby informed that, you are appointed as Management Appointment on adhoc basis as 'Lecturer in - E&TC Department' for the period 02 Aug 2010 to 30 June 2011 on the following terms and conditions:

You will be paid:

- (a) A basic pay of Rs. 9100/- per month in the pay scale of Rs. 8000-275-13500.
- (b) Dearness Allowance, City Compensatory allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.
- (c) You will be entitled for 7 days Casual leave & 7 days Medical leave for the said period. In addition you will be entitled for 20 days vacation on completion of 11 months service in AIT.
- (d) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
- (e) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay (Basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
- (f) If for some reason you decide to leave this job, you must give one month's notice or one month's pay (Basic + DA) in lieu of it.

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(g) You should submit the original as well as true copies of passing certificates Marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(i) You have to communicate your acceptance of this order to the Institution within seven days from the date of receiving this Order, failing which your appointment is liable to be cancelled.



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy To: 1. Account Section  
2. Personal file.

Appointment order  
(Teaching)

Ref No.: AIT/Adm/0032/T.S.

Date: 31 July 2010

To,

Ms Preeti Warriar (1333)

Dear Sir,

1 It is hereby informed that, you are appointed as Management Appointment on adhoc basis as 'Lecturer in - E&TC Department' for the period 02 Aug 2010 to 30 June 2011 on the following terms and conditions:

You will be paid:

(a) A basic pay of Rs. 9100/- per month in the pay scale of Rs. 8000-275-13500.

(b) Dearness Allowance, City Compensatory allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.

(c) You will be entitled for 7 days Casual leave & 7 days Medical leave for the said period. In addition you will be entitled for 20 days vacation on completion of 11 months service in AIT.

(d) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.

(e) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay (Basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.

(f) If for some reason you decide to leave this job, you must give one month's notice or one month's pay (Basic + DA) in lieu of it.

True Copy  
Sub

ASSISTANT ENGINEER, PWD  
I & P (QC) Section II  
Kozhikode-20

4

(g) You should submit the original as well as true copies of passing certificates, Marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(i) You have to communicate your acceptance of this order to the Institution within seven days from the date of receiving this Order, failing which your appointment is liable to be cancelled.

*Mahiri*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

- Copy To:
1. Account Section
  2. Personal file.

(True Copy)

*K. Lekha*

K. Lekha  
ASSISTANT ENGINEER, PWD  
I & P (QC) Section II  
Kozhikode-20

5  
a/c

**ARMY INSTITUTE OF TECHNOLOGY**  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 30 Jun 11

To,

Mrs. Priti Warriar

SUB: APPOINTMENT TO THE POST OF ASST PROF IN E&TC ENGG

Madam,

In response to our advertisement dated 16 May 2011, you had applied for the post of Assistant Professor in E&TC. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 15600-39100 with effect from 04 July 2011. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. ✓ (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.



(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.

(c) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs 15,600/- per month in the scale indicated above. You will also be entitled to Annual Grade Pay of Rs. 6000/- and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.

17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Received  


From:

Date: 4.7.11

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AIT/O 234/11  
Dated: 30-6-11 for the post of: ASSISTANT PROFESSOR

I hereby accept your appointment order and Join the duties from  
4.7.11 accordingly.

Thanking you,

Yours Sincerely,

PREETI WARRIER

Preeti



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 30 Jun 11

To,

Mr. Girish Kapse

SUB: APPOINTMENT TO THE POST OF ASST PROF IN E&TC ENGG

Sir,

In response to our advertisement dated 16 May 2011, you had applied for the post of Assistant Professor in E&TC. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 15600-39100 with effect from 04 July 2011. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2.  (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years from the date of joining.  
(b) Your appointment is ~~is~~ purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is ~~is~~ on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for ABC since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.

(e) The post is reserved for          Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of         . You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by          Hence you are appointed full-time on purely temporary basis for a period of         .

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs 15,600/- per month in the scale indicated above. You will also be entitled to Annual Grade Pay of Rs. 6000/- and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs.          per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications          (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the          period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.

17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



From: Mr. Girish P. Kapse,

Date: 16/08/2011

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AIT/0234/TAPT/COORD  
Dated: 30 June 2011 for the post of: Asst. Professor (EMC)

I hereby accept your appointment order and Join the duties from  
16.08.2011 accordingly.

Thanking you,

Yours Sincerely,

*Kapse*

Mr. GIRISH P. KAPSE



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 31 Jul 2012

To,

**MRS. SHILPA PAWAR**

**SUB: APPOINTMENT TO THE POST OF ASSISTANT PROFESSOR IN  
ELECTRONICS & TELECOMMUNICATION**

Sir,

In response to our advertisement dated 14 May 2012, you had applied for the post of **Assistant Professor in Electronics & Telecommunication**. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of **15600 - 39100** with effect from **01 Aug 2012**. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received  
Shilpa  
1/8/12

(d) The post is reserved for SC since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on ~~part-time~~/clock hour basis only.

3. (i) You will be paid basic pay of **Rs. 18600/-** per month in the scale indicated above. You will also be entitled to Annual Grade Pay of **Rs. 7000** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.

8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the

individual and AIT to be paid back on your leaving the institute after due clearances.

18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

Director

Army Institute of Technology  
Dighi Hills Pune-411015.



Date- 2/08/12

To,

The Director  
Army Institute of Technology  
Dighi Hills Pune-411 015

Sub- Joining Report

Refer- Appointment order No- AIT/0234/TAppt/ dt 2/08/12  
Coord

Respected sir,

With reference to the appointment order referred above, I hereby join the duties as  
Assistant Professor w.e.f. 2/08/12 accordingly.  
in ERIC

Thanking you,

Shilpa  
Yours Sincerely,



(Brig. Shilpa Dwaran)  
Lawar.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

Agreement between the Employee and the Employer  
(Contractual)

AGREEMENT

To,  
Mrs. Snehal Marathe

24 May 2013

An agreement is made on this 23<sup>rd</sup> day of May 2013, between **Mrs. Snehal Marathe** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty party No 1 hereby agrees to serve as **Aest. Prof. in Electronics & Telecommunication(E&TC)** contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Aest. Prof. in E&TC** for the period **17 Jun 2013 to 31 May 2014** and will automatically terminate on completion of said tenure. He/she shall be paid a consolidated pay of **Rs. 53,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to his/her case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.
2. Your appointment will be confirmed subject to your selection and approval by the University of Pune selection committee.

The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

3. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice during initial one year service. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice during initial one year of service. After completion of one year successful service, party No 2 is

2

empowered to terminate the service of party No 1 by giving three months or three months pay in lieu of notice. Likewise party No 1 can also resign from the service by giving three months notice or three months pay in lieu of notice after completion of initial one year of service with the proviso that party No 1 cannot do so during the academic session. The end of the notice period for resignation therefore has to be co-terminus with the last day of the academic session. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.

4. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 3 above.

5. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

6. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates/degrees/diplomas submitted by party No 1 are found to be fake/false at any time and/or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abinitio and terminated without any notice or salary in lieu of notice by party No 2.

7. The Party No.1 will apply himself/herself/ honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee/Principal under whom he/she shall be placed as faculty /employee in the Institute and he/she shall discharge all duties pertaining to that office and/or which are necessary to be done in his capacity as aforesaid and will make himself/herself in all respects as useful as may be required of him/her. He/she shall always act in paramount interest of the institution.

8. Duties of Party No.1 shall, include the usual duties of the post for which he/she is employed and any other suitable duty/duties, which the employer may call upon him/her to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the



employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. He/she shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

9. **Invalidity on Account of Incapacity.** If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

10. The Party No.1 shall be entitled for 7 casual leave & 7 medical leave for the said period.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



(Party No. 1)





Director

Army Institute of Technology  
Digh Hills, Pune - 411 015

Copy to: Account Section,  
AIT Personal file.

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**  
(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 24 Sep 2013

To,  
**Ms. Snehal Marathe**

**SUB: APPOINTMENT TO THE POST OF ASSISTANT PROFESSOR IN**  
**ELECTRONICS & TELECOMMUNICATION DEPARTMENT**

Madam,

In response to our advertisement dated 17, 18 Jun 2013, you had applied for the post of **ASSISTANT PROFESSOR** in **ELECTRONICS & TELECOMMUNICATION**. You were interviewed for the said post by the Selection Committee appointed by the University of Pune under Statute No. 415.

I am pleased to inform you that you are hereby appointed on the said post of **OPEN** category in this Institute with effect from **01 Oct 2013**. Your appointment is subject to the following terms and conditions :-

1. You are appointed in clear vacancy for **OPEN** category on full-time basis, on probation for a period of two years from the date of your joining this Institute.
2. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and Rules and Regulations laid down by the University of Pune, Government of Maharashtra and the Management of the Institute (AWES, New Delhi) from time to time.
3. You will be paid Pay in Pay Band (PPB) of **Rs. 20790/-** per month in the scale of **15600 - 39100**. You will also be entitled to the Academic Grade Pay (AGP) of **Rs. 6000/-** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time.
4. Your this appointment will continue subject to the confirmation of your approval by the University of Pune.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute a Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated immediately. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other Institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay in lieu of notice. Till the time approval of your appointment is not received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

- 16. You will stay in AIT campus in case authorized accommodation is made available to you and take on additional duties within campus as assigned by the management.
- 17. As per the rules of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
- 18. You are not entitled to vacation till you complete one year's service with AIT.
- 19. If you are found absent continuously for more than thirty days without permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/Students.
- 20. You have to communicate your acceptance of this Appointment Order to the Management/Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



Date: 1/10/2013.

To,

The Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015

**Sub : Joining Report**

**Ref : Appointment Order No. AIT/0234/TAppt/Comd Dated 24/09/2013**

Respected Sir,

With reference to the appointment order referred above, I hereby join the duties as ASSISTANT PROFESSOR in E&TC DEPT w.e.f. 1/10/2013 accordingly.

I agree and accept all the terms and conditions mentioned in above referred appointment order and I undertake to abide the same.

Thanking you,



Yours Sincerely,

*Srinath A. Nandekar*

(Srinath A. Nandekar)

**ARMY INSTITUTE OF TECHNOLOGY**  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**  
(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 24 Sep 2013

To,  
**Ms. Pragati Rana**

**SUB: APPOINTMENT TO THE POST OF ASSISTANT PROFESSOR IN  
ELECTRONICS & TELECOMMUNICATION DEPARTMENT**

Madam,

In response to our advertisement dated 17, 18 Jun 2013, you had applied for the post of **ASSISTANT PROFESSOR** in **ELECTRONICS & TELECOMMUNICATION**. You were interviewed for the said post by the Selection Committee appointed by the University of Pune under Statute No. 415.

I am pleased to inform you that you are hereby appointed on the said post of **OPEN** category in this Institute with effect from **01 Nov 2013**. Your appointment is subject to the following terms and conditions :-

1. You are appointed in clear vacancy for **OPEN** category on full-time basis, on probation for a period of two years from the date of your joining this Institute.
2. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and Rules and Regulations laid down by the University of Pune, Government of Maharashtra and the Management of the Institute (AWES, New Delhi) from time to time.
3. You will be paid Pay in Pay Band (PPB) of **Rs. 15600/-** per month in the scale of **15600 - 39100**. You will also be entitled to the Academic Grade Pay (AGP) of **Rs. 6000/-** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time.
4. Your this appointment will continue subject to the confirmation of your approval by the University of Pune.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute a Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated immediately. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other Institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay in lieu of notice. Till the time approval of your appointment is not received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by the management.
17. As per the rules of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal instalments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year's service with AIT.
19. If you are found absent continuously for more than thirty days without permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/Students.
20. You have to communicate your acceptance of this Appointment Order to the Management/Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



Yours faithfully

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



Date: 1 Nov, 2013

To,

The Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015

Sub : Joining Report

Ref : Appointment Order No. AIT/0234/TAppt/Coord Dated 24 Sept 2013

Respected Sir,

With reference to the appointment order referred above, I hereby join the duties as Assistant Professor in E&TC Dept w.e.f. 1 NOV, 2013 accordingly.

I agree and accept all the terms and conditions mentioned in above referred appointment order and I undertake to abide the same.

Thanking you.



Yours Sincerely,

A handwritten signature in blue ink that appears to read "Pragati".

(Ms. Pragati Rana)

From:

Date: 22/02/2010

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AIT/Adm 10032/T.S.  
Dated: 17 Feb 2010 for the post of: Lecturer [E & TC Engg]

I hereby accept your appointment order and Join the duties from  
22/02/2010 accordingly.

Thanking you,

Yours Sincerely,

Manisha  
22/02/2010

(Ms. Manisha Nilkardh.)



**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Format of Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/T.S.

Date: 17 Feb 2010

To,

Ms Manisha Nilkanth,

Dear Madam,

It is hereby informed that, you are appointed on adhoc basis as 'Lecturer-E&TC Engg' for the period 22 Feb 2010 to 30 Nov 2010 on the following terms and conditions:

1. You will be paid:

(a) A basic pay of Rs. 8000/- per month in the pay scale of Rs. 8000-275-13500.

(b) Dearness Allowance, City Compensatory allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.

(c) You will be entitled for 6 casual, 6 Medical for the said period.

(d) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.

(e) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay (Basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.

(f) If for some reason you decide to leave this job, you must give one month's notice or one month's pay (Basic + DA) in lieu of it.

(g) You should submit the original as well as true copies of passing certificates marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

*Mahin*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy To: 1. Account Section  
2. Personal file.

Received

*Manishe*  
22/02/2010.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

Agreement between the Employee and the Employer  
(Contractual)

AGREEMENT

To,  
**Ms. Manisha Nilkanth,**

30 May 2016

An agreement is made on this **30<sup>th</sup> day of May 2016**, between **Ms. Manisha Nilkanth** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor in Electronics & Telecommunication Engineering** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Assistant Professor in Electronics & Telecommunication Engineering** is for the period **01 Jun 2016 to 31 May 2018** and will automatically terminate on completion of the said tenure. She shall be paid a consolidated pay of **46,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to her case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.
2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

Received

Manisha  
01/06/16

3. Party No. 1 will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith).

4. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of her resignation, the security deposit of party No 1 will stand forfeited.

5. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 4 above.

6. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

7. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.

8. The Party No.1 will apply herself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom she shall be placed as faculty / employee in the Institute and she shall discharge all duties pertaining to that office and/or

which are necessary to be done in her capacity as aforesaid and will make herself in all respects as useful as may be required of her. She shall always act in paramount interest of the institution.

9. Duties of Party No.1 shall, include the usual duties of the post for which she is employed and any other suitable duty / duties, which the employer may call upon her to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of her time and attention to the service of the employer. Party No.1 shall use her utmost exertions to promote the interests of the employer. She shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

10. **Invalidity on Account of Incapacity.** If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish her employment. The decision of the management committee shall be final and binding.

11. The Party No.1 shall be entitled for **8** days Casual Leave & **6** days Medical Leave per year, and vacation of 50 days per year, after successful completion of one year service.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



*Manjula*  
20/06/16  
(Party No. 1)

*Mahin*  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy to: Account Section, AIT  
Personal file.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 15 JUN 2018

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Manisha Nilkanth,**

Age: 34, Occupation: Service.

Address: Kalas, Pune - 411015

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Electronics & Telecommunication Engineering Department maintained by it for the period **13 Jun 2018 to 30 Apr 2019**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
*Manisha*



**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**


1. **Ms. Manisha Nilkanth** hereby agrees to perform the work relating to the teaching in Electronics & Telecommunication Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (E&TC)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2019** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 48,800/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

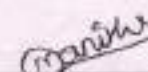
In the presence of

1. <sup>Hayat</sup> Hayat Khan
2. Sharada Patil Shub.

  
Director, AIT



- 2.
- Copy to :** Account Section AIT.  
Personal file.

  
(Ms. Manisha Nilkanth)

# ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS PUNE 411 015

## CONTRACT OF SERVICE

MADE THIS CONTRACT ON THIS 17 JUN 2019

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Manisha Nilkanth,**

Age: 34, Occupation: Service.

Address: Kalas, Pune - 411015

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Electronics & Telecommunication Engineering Department maintained by it for the period **17 Jun 2019 to 16 May 2020**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
Manisha

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Ms. Manisha Nilkanth** hereby agrees to perform the work relating to the teaching in Electronics & Telecommunication Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (E&TC)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **16 May 2020** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 67,000/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

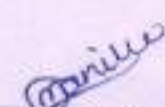
In the presence of,

1. Dr. Hanjant Kane

  
Director, AIT



2. Mr. Virish P. Patil

  
(Ms. Manisha Nilkanth)

**Copy to :** Account Section AIT,  
Personal file.

AIT/Adm/0032/T.S

Date 3 May 2011

To,

Prof D G Auradkar,

1. Ref. AWES letter No B/45806/Pay/AWES dt 28 April 2011.
2. Management is pleased to inform you that, as you were approved Asst Prof on or before 1<sup>st</sup> Jan 2006, you are hereby redesignated as Associate Professor in E&TC dept in the pay band 37400- 67100 with a AGP of Rs 9,000/- w.e.f 1<sup>st</sup> July 2009 i.e the date of implementation of Revised pay scale.
3. However you are advised to complete PhD as required for the post of Associate Prof, within the stipulated period mentioned in your approval letter of the University of Pune.



(S K Lahiri)  
Brig (Retd)  
Director AIT



**ARMY INSTITUTE OF TECHNOLOGY**

DIGHI HILLS, PUNE 411 015

Tele. No. 7157534/7157612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS / 534

Date: 16 Jul 03

To,

Mr DG Auradkar

**SUB: APPOINTMENT TO THE POST OF  
'ASISTANT PROFESSOR' IN INFORMATION TECHNOLOGY**

Sir,

In response to our advertisement dated 22 May 2003, you had applied for the post of Assistant Professor in Information Technology. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 12000-420-18300 with effect from 16 Jul 2003. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full- time/ part-time basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_. Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_. Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 12,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.



7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA ) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.

ARMY INSTITUTE OF TECHNOLOGY

17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



*[Handwritten Signature]*

Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

Received.

*[Handwritten Signature]*  
16/07/03

Date  
6/1/1998

Army Institute of Technology  
Dight Hill, Pune-411015.

Inward No. 2120  
Date 6/1/98

To  
Principal.  
A.S.T  
PUNE

Subj: Regarding Joining

Sir,  
With reference to your appointment letter  
I am joining today at 9:30 A.M.

Kindly accept my joining Report

Thanking you.

Yours faithfully.

D. G. Awadkar

D. G. Awadkar

1. Mr D G Awadkar has joined duties on 16 Jan 98 in the Dept of Computer Engineering.
2. for your information please

D. G. Awadkar  
(D G Awadkar)  
16 Jan 98

Principal



**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

**MADE THIS CONTRACT ON THIS 29 JUN 2021**

**BETWEEN**

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

**AND**

**Dr. Harjeet Kaur,**

Age: 42, Occupation: Service.

Address: Pune

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members **AND**

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, **AND**

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, **AND**

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Electronics & Telecommunication Engineering Department maintained by it for the period **01 Aug 2021 to 30 Jun 2022**, **AND**

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, **AND**

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Dr. Harjeet Kaur** hereby agrees to perform the work relating to the teaching in Electronics & Telecommunication Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (E&TC)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Jun 2022** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 58,860/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**  
 In the presence of

1.

*[Signature]*

*[Signature]*  
 Director, AIT

2.

*[Signature]* 16/7/21  
 Dr. Harjeet Kaur

*[Signature]*  
 (Dr. Harjeet Kaur)

**Copy to :** Account Section A  
 Personal file.



Received  
*[Signature]*  
 16/7/21

1721

Date: 2



To,

The Director  
Army Institute of Technology,  
Dighi Hills,  
Pune - 411015.

**Sub: Joining Report**

Ref: Contractual Appointment for the post of Assst. Prof.

Sir,

With reference to the contractual appointment, I hereby join the duties as

Asst. Prof. w.e.f. 2nd Aug 2021 accordingly.

I have read the rules and regulations contained in AWES Rules and Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as amended) and will abide by the same.

I agree and accept all the terms and conditions mentioned in the contractual appointment and AWES Rules and undertake to abide the same.

Thanking you,



Yours Sincerely,

Harjot Kaul  
Dr Harjot Kaul

Emp-ID: -

1788

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 18 JUL 2022

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Dr. Harjeet Kaur**

Age: 43, Occupation: Service, (Email id - mail12hkaur@gmail.com )

Address: Pashan, Pune - 411021 (Mobile No. - 7798777110)

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Electronics & Telecommunication Engineering Department maintained by it for the period **26 Jul 2022 to 25 Jun 2025**, AND (First year will be probation period).

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

*Received*

*Harjeet Kaur*  
*26/7/22*



**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Dr. Harjeet Kaur** hereby agrees to perform the work relating to the teaching in Electronics & Telecommunication Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (E&TC)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **25 Jun 2025** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 60,626/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the term based and contractual employees. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.
8. The address, email id and mobile no. as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address / email id shall be deemed to have been served upon her. In case there is any change in the residential address or email id, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.

9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. **You will be entitled Leaves & Vacation during your period of this appointment as follows :**

**Leaves**

- a) CL 08 days - Per Year
- b) SL ½ day - Per Month
- c) PL 12 days - For the First year only.

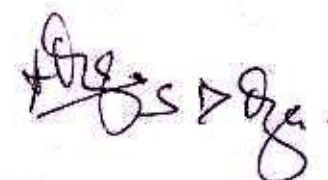
**Vacation (After completion of 1 Year)**

- a) Winter Vacation - 10 days per Year
- b) Summer vacation - 20 days per Year

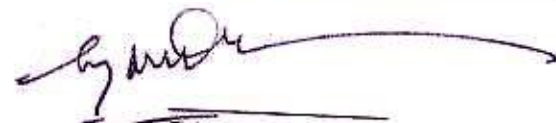
**(Casual leaves / Vacation will not be carried forward for the next AY & No encashment is applicable).**

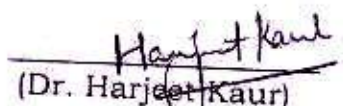
15. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
16. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**  
In the presence of

1. 

2. Vidya Tadav Nidhi

  
Director, AIT

  
(Dr. Harjeet Kaur)

**Copy to :** Account Section AIT.  
Personal file.

Date: 26/7/22

To,

The Director  
Army Institute of Technology,  
Dighi Hills,  
Pune - 411015.

**Sub: Joining Report**

Ref: Contractual Appointment for the post of Assistant Professor

Sir,

With reference to the contractual appointment, I hereby join the duties as Asst. Prof. (E&TC) w.e.f. 26<sup>th</sup> July, 2022 accordingly.

I have read the rules and regulations contained in AWES Rules and Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as amended) and will abide by the same.

I agree and accept all the terms and conditions mentioned in the contractual appointment and AWES Rules and undertake to abide the same.

Thanking you,

Yours Sincerely,



Harjant Kaul  
Dr. Harjant Kaul

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**  
(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 24 Sep 2013

To,  
**Ms. Dhanashri Patil**

**SUB: APPOINTMENT TO THE POST OF ASSISTANT PROFESSOR IN  
ELECTRONICS & TELECOMMUNICATION DEPARTMENT**

Madam,

In response to our advertisement dated 17, 18 Jun 2013, you had applied for the post of **ASSISTANT PROFESSOR** in **ELECTRONICS & TELECOMMUNICATION**. You were interviewed for the said post by the Selection Committee appointed by the University of Pune under Statute No. 415.

I am pleased to inform you that you are hereby appointed on the said post of **OBC** category in this Institute with effect from **01 Oct 2013**. Your appointment is subject to the following terms and conditions :-

1. You are appointed in clear vacancy for **OBC** category on full-time basis, on probation for a period of two years from the date of your joining this Institute.
2. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and Rules and Regulations laid down by the University of Pune, Government of Maharashtra and the Management of the Institute (AWES, New Delhi) from time to time.
3. You will be paid Pay in Pay Band (PPB) of **Rs. 15600/-** per month in the scale of **15600 - 39100**. You will also be entitled to the Academic Grade Pay (AGP) of **Rs. 6000/-** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time.
4. Your this appointment will continue subject to the confirmation of your approval by the University of Pune.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

Reviewed  
@R

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute a Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated immediately. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other Institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay in lieu of notice. Till the time approval of your appointment is not received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by the management.
17. As per the rules of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year's service with AIT.
19. If you are found absent continuously for more than thirty days without permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/Students.
20. You have to communicate your acceptance of this Appointment Order to the Management/Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



Yours faithfully

Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

Date: 1/10/13

To,

The Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015

Sub : Joining Report

Ref : Appointment Order No. AIT/0284/TAppt/Coord Dated 24/09/19

Respected Sir,

With reference to the appointment order referred above, I hereby join the duties as ASSISTANT PROFESSOR in ESTC w.e.f. 1/10/13 accordingly.

I agree and accept all the terms and conditions mentioned in above referred appointment order and I undertake to abide the same.

Thanking you,

Yours Sincerely,



(Miss R.V. Patil)

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 06 JUN 2017

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mrs. Sharada Patil,**

Age: 34, Occupation: Service.

Address: PCNTDA, Pune - 411019.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Electronics & Telecommunication Engineering Department maintained by it for the period **15 Jun 2017 to 30 Apr 2018**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
*[Signature]*



**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

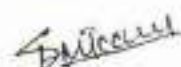
1. **Mrs. Sharada Patil** hereby agrees to perform the work relating to the teaching in Electronics & Telecommunication Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (E&TC)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2018** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 41,200/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.


**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

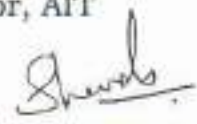
In the presence of

1. Dhamisha Khatni 

  
2. Sonal Nikam

Copy to : Account Section AIT.  
Personal file.

  
Director, AIT

  
(Mrs. Sharada Patil)

Date: 15/6/17

To,  
The Director  
Army Institute of Technology,  
Dighi Hills, Pune - 411015.

Sub: Joining Report

Ref: Contractual Appointment for the post of Assistant Prof.

Sir,

With reference to the contractual appointment, I hereby join the duties as Assistant prof. w.e.f. 15/6/2017 accordingly.

I have read the rules and regulations contained in AWES Rules and Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as amended) and will abide by the same.


I agree and accept all the terms and conditions mentioned in the contractual appointment and AWES Rules and undertake to abide the same.

Thanking you,

Yours Sincerely,

  
Shrawan Patil



  
Principal  
Army Institute of Technology  
Dighi Hills, Pune - 411015

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 31 Jul 2012

To,

**DR. MRS. SANGEETA JADHAV**

**SUB: APPOINTMENT TO THE POST OF PROFESSOR IN  
ELECTRONICS & TELECOMMUNICATION**

Sir,

In response to our advertisement dated 14 May 2012, you had applied for the post of **Professor in Electronics & Telecommunication**. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of **37400 - 67000** with effect from **01 Aug 2012**. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in ~~clear~~ vacancy on full-time/ part-time basis on probation for a period of two years from the date of joining.
- (b) Your appointment is purely temporary for a period from 1 August 2012 to 30 June 2013.
- (c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.

(e) The post is reserved for SC/ST Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of upto 30 June 2013. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of **Rs. 53450/-** per month in the scale indicated above. You will also be entitled to Annual Grade Pay of **Rs. 10000** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.

8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal instalments and subsequently kept in fixed deposit in the joint name of the

individual and AIT to be paid back on your leaving the institute after due clearances.

18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully

*Mahin*

Director  
Army Institute of Technology  
Army Institute of Technology  
Dighi Hills, Pune - 411 015  
Dighi Hills, Pune - 411 015



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

Appointment Order  
(Teaching)

AIT/0234/TAppt/Coord

Date: 31 Jul 2017

Dr (Mrs) Sangeeta Jadhav

The undersigned is pleased to inform you that you are hereby appointed as **Professor in Information Technology Department** for the period **01 Aug 2017 to 31 Jul 2020**.

You will be paid:

1. A Basic Pay of Rs. 63,590/- with an AGP of Rs. 10,000/- pm. in the scale of 37400-67000.
2. Dearness Allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.
3. Your appointment is subject to the following conditions:-
  - (a) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
  - (b) Your services may be terminated at any time by the Management by giving one months notice or one months pay (basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
  - (c) If for some reason you decide to leave this job, you must give one months notice or one months pay (basic Pay) in lieu of it.
  - (d) You will have to undergo at your own expense medical examination by the medical officer of this institute or a reputed and qualified civil doctor as approved by this Institution within three months of this appointment. This appointment is provisional pending submission of medical certificate by you stating that you are free from any contagious disease and that you are physically fit for employment with Army Institute of Technology.
  - (e) You should submit the original as well as true copies of passing certificates, marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.
  - (f) You shall be entitled for **8** days Casual Leave & **06** days Medical Leave per year and vacation as applicable.

Recd.  
Sangeeta Jadhav  
31/08/17



(g) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(h) In case you are accepting this appointment, you shall have to submit the discharge certificate from your present employer if any, and will have to give an undertaking agreement in the prescribed form (enclosed) in duplicate before joining the duties.

(j) If your acceptance is not received within 07 days from receipt of this order, your appointment is liable to be cancelled / withdrawn.



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Army Institute of Technology  
Dighi Hills, Pune - 411015.

- Copy To:
1. Secretary Management Committee, AIT
  2. Account Section
  3. Establishment Section - 2 Copies including one for personnel file.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Appointment Order  
(Teaching)

AIT/0234/TAppt/Coord

Date: 12 Aug 2020

Dr (Mrs) Sangeeta Jadhav

The undersigned is pleased to inform you that you are hereby appointed as **Professor in Information Technology Department** for the period **01 Aug 2020 to 31 Jul 2023**.

You will be paid:

1. A Basic Pay of Rs. 70,430/- with an AGP of Rs. 10,000/- pm. in the scale of 37400-67000.
2. Dearness Allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.
3. Your appointment is subject to the following conditions:-
  - (a) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
  - (b) Your services may be terminated at any time by the Management by giving one months notice or one months pay (basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
  - (c) If for some reason you decide to leave this job, you must give one months notice or one months pay (basic Pay) in lieu of it.
  - (d) You will have to undergo at your own expense medical examination by the medical officer of this institute or a reputed and qualified civil doctor as approved by this institution within three months of this appointment. This appointment is provisional pending submission of medical certificate by you stating that you are free from any contagious disease and that you are physically fit for employment with Army Institute of Technology.
  - (e) You will not conduct or engage yourself in any private tuitions or private coaching classes.
  - (f) You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
  - (g) You will adhere to the Code of conduct for faculty already forwarded to you.

(h) You should submit the original as well as true copies of passing certificates, mark sheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

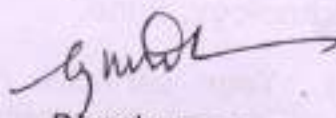
(j) You shall be entitled for **8** days Casual Leave & **10** days Medical Leave per year and vacation as applicable.

(k) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(l) In case you are accepting this appointment, you shall have to submit the discharge certificate from your present employer if any, and will have to give an undertaking agreement in the prescribed form (enclosed) in duplicate before joining the duties.

(m) If your acceptance is not received within 07 days from receipt of this order, your appointment is liable to be cancelled / withdrawn.



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

- Copy To:
1. Secretary Management Committee, AIT
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  3. Establishment Section - 2 Copies including one for personnel file.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 31 Jul 2012

To,

**DR. MRS. SANGEETA JADHAV**

**SUB: APPOINTMENT TO THE POST OF PROFESSOR IN  
ELECTRONICS & TELECOMMUNICATION**

Sir,

In response to our advertisement dated 14 May 2012, you had applied for the post of **Professor in Electronics & Telecommunication**. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of **37400 - 67000** with effect from **01 Aug 2012**. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in ~~clear~~ vacancy on full-time/ part-time basis on probation for a period of two years from the date of joining.
- (b) Your appointment is purely temporary for a period from 1 August 2012 to 30 June 2013.
- (c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.

(e) The post is reserved for SC/ST Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of upto 30 June 2013. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of **Rs. 53450/-** per month in the scale indicated above. You will also be entitled to Annual Grade Pay of **Rs. 10000** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.

8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal instalments and subsequently kept in fixed deposit in the joint name of the

individual and AIT to be paid back on your leaving the institute after due clearances.

18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully

*Mahin*

Director  
Army Institute of Technology  
Army Institute of Technology  
Dighi Hills, Pune - 411 015  
Dighi Hills, Pune - 411 015



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

Appointment Order  
(Teaching)

AIT/0234/TAppt/Coord

Date: 31 Jul 2017

Dr (Mrs) Sangeeta Jadhav

The undersigned is pleased to inform you that you are hereby appointed as **Professor in Information Technology Department** for the period **01 Aug 2017 to 31 Jul 2020**.

You will be paid:

1. A Basic Pay of Rs. 63,590/- with an AGP of Rs. 10,000/- pm. in the scale of 37400-67000.
2. Dearness Allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.
3. Your appointment is subject to the following conditions:-
  - (a) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
  - (b) Your services may be terminated at any time by the Management by giving one months notice or one months pay (basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
  - (c) If for some reason you decide to leave this job, you must give one months notice or one months pay (basic Pay) in lieu of it.
  - (d) You will have to undergo at your own expense medical examination by the medical officer of this institute or a reputed and qualified civil doctor as approved by this Institution within three months of this appointment. This appointment is provisional pending submission of medical certificate by you stating that you are free from any contagious disease and that you are physically fit for employment with Army Institute of Technology.
  - (e) You should submit the original as well as true copies of passing certificates, marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.
  - (f) You shall be entitled for **8** days Casual Leave & **06** days Medical Leave per year and vacation as applicable.

Recd.  
Sangeeta Jadhav  
31/08/17



(g) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(h) In case you are accepting this appointment, you shall have to submit the discharge certificate from your present employer if any, and will have to give an undertaking agreement in the prescribed form (enclosed) in duplicate before joining the duties.

(j) If your acceptance is not received within 07 days from receipt of this order, your appointment is liable to be cancelled / withdrawn.



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Army Institute of Technology  
Dighi Hills, Pune - 411015.

- Copy To:
1. Secretary Management Committee, AIT
  2. Account Section
  3. Establishment Section - 2 Copies including one for personnel file.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Appointment Order  
(Teaching)

AIT/0234/TAppt/Coord

Date: 12 Aug 2020

Dr (Mrs) Sangeeta Jadhav

The undersigned is pleased to inform you that you are hereby appointed as **Professor in Information Technology Department** for the period **01 Aug 2020 to 31 Jul 2023**.

You will be paid:

1. A Basic Pay of Rs. 70,430/- with an AGP of Rs. 10,000/- pm. in the scale of 37400-67000.
2. Dearness Allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.
3. Your appointment is subject to the following conditions:-
  - (a) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
  - (b) Your services may be terminated at any time by the Management by giving one months notice or one months pay (basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
  - (c) If for some reason you decide to leave this job, you must give one months notice or one months pay (basic Pay) in lieu of it.
  - (d) You will have to undergo at your own expense medical examination by the medical officer of this institute or a reputed and qualified civil doctor as approved by this institution within three months of this appointment. This appointment is provisional pending submission of medical certificate by you stating that you are free from any contagious disease and that you are physically fit for employment with Army Institute of Technology.
  - (e) You will not conduct or engage yourself in any private tuitions or private coaching classes.
  - (f) You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
  - (g) You will adhere to the Code of conduct for faculty already forwarded to you.

(h) You should submit the original as well as true copies of passing certificates marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

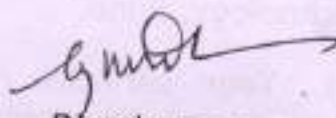
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(l) In case you are accepting this appointment, you shall have to submit the discharge certificate from your present employer if any, and will have to give an undertaking agreement in the prescribed form (enclosed) in duplicate before joining the duties.

(m) If your acceptance is not received within 07 days from receipt of this order, your appointment is liable to be cancelled / withdrawn.



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

- Copy To:
1. Secretary Management Committee, AIT
  2. Account Section
  3. Establishment Section - 2 Copies including one for personnel file.

Tele:27157534/2101  
Website: [www.aitpune.com](http://www.aitpune.com)  
Email - [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)

Army Institute of Technology  
Alandi Road, Dighi Hills  
Pune - 411 015

AIT/0234/TAppt/Coord

01 Jan 2018

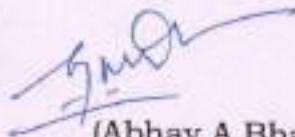
To,

Dr. Rahul Desai,

This is to inform you that Management is pleased to promote you to the post of Associate Professor in Information Technology department w.e.f. 01 Jan 2018.

Your salary would be in the pay scale of 37400-67000 and AGP 9,000/- from the said date.

This is for your information please.



(Abhay A Bhat)  
Brig (Retd)  
Director, AIT

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015.

**Copy to:-**

HOD (IT)  
Accounts Section  
Personal file

Received  
RND  
01-01-18

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 27 Jun 09

To,  
Mr. Rahul Desai

**SUB: APPOINTMENT TO THE POST OF 'ASST PROF' IN  
INFORMATION TECHNOLOGY**

Sir,

In response to our advertisement dated 09 April 2009, you had applied for the post of Asst Prof in Information Technology. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 12000-420-18300 with effect from 1 July 2009. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is ~~purely temporary~~ for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is ~~on the leave vacancy~~ for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received

Mr. Desai

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_. Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 12,840/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.


5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Received

Received



From:

Mr. Rahul Desai

M. H. Board,

m-7 / 1572

Date: 16-Jul-03

To,  
The Director  
Army Institute of Technology,  
Dighi Hills,  
Pune - 411 015.

**ACCEPTANCE LETTER FOR APPOINTMENT OF** Lecturer (Camp Dept)

Sir,

Refer appointment order of Lecturer fwd vide

your letter No. AIT / Adm / 0032/TS / 528 dated 16-Jul-03.

I am joining my duties as Lecturer w.e.f. 16-Jul-03

Kindly accept & do the needful.

Thanking you,

R.M. Desai

Yours faithfully,

R.M. Desai

(  
( Mr. Rahul M. Desai )



**ARMY INSTITUTE OF TECHNOLOGY**

DIGHI HILLS, PUNE 411 015

Tele. No. 7157534/7157612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS /528

Date: 16 Jul 03

To,

Mr Rahul Desai

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
COMPUTER ENGINEERING**

Sir,

In response to our advertisement dated 22 May 2003, you had applied for the post of 'Lecturer in Computer Engineering'. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 16 Jul 2003. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications M.E. (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the 5 years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

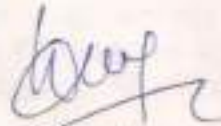
7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.

8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA ) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during

probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.

18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

Received

R. M. Desai

17-7-03

Rahul Desai

Tele: 27157534/2101  
Website: [www.aitpune.com](http://www.aitpune.com)  
Email - [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)



Army Institute of Technology  
Alandi Road, Dighi Hills  
Pune - 411 015

15 Oct 2019

AIT/0221/TPF/Coord/2019

To,

Dr. Ashwini Sapkal,

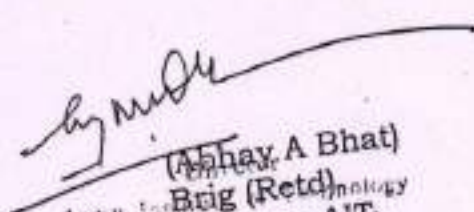
Ref- Your application dated 01 July 2019...

With reference to your application dated 01 July 2019, management is pleased to inform you that, you are hereby promoted to the post of Associate Professor in IT department w.e.f 10<sup>th</sup> Oct 2019.

Your salary would be in the pay scale of PB IV i.e 37,400-67000 with AGP of Rs. 9000/- from the said date.

All other terms and conditions will remain same as per your appointment order dated 02 July 2004.

Please accept and acknowledge.



(Ashay A Bhat)  
Army Institute of Technology  
Dighi Hills  
Director, AITs.

Copy to:-

HOD IT  
Accounts

Received  
Asapkal  
15/10/19

**ARMY INSTITUTE OF TECHNOLOGY**

DIGHI HILLS, PUNE 411 015

Tele. No. 715 7534/7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date 28 Aug 2003

To,

Ms. Ashwini Sapkal

**SUB: APPOINTMENT TO THE POST OF  
LECTURER - INFORMATION TECHNOLOGY**

Sir,

In response to our advertisement dated 22 May 2003, you had applied for the post of Lecturer - Information Technology. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs.8000-275-13500, with effect from 18<sup>th</sup> August 2003. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed on full-time upto 30 April 2004 from the date of joining.  
  
(b) Your appointment is purely temporary for a period of nine months i.e. from

Ashwini Sapkal  
28/8/03

(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining \_\_\_\_\_.

(e) The post is reserved for SC category. Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post till end of this academic year. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs.8000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/ UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the \_\_\_\_\_



5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent

- ARMY INSTITUTE OF TECHNOLOGY
13. Your services are transferable to any other college/institutions run by the Management.
  14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA ) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
  15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
  16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
  17. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
  18. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director



Date - ..

To,

The Director,

A-I-T,

Pune.

Subject - joining letter with Ref. to  
your appointment letter

Respected Sir,

I Ashwini Sapkal is joining  
as lecturer in the IT Dept. from  
04<sup>th</sup> JULY 2004.

Thanking You

Yours faithfully

Ashwini

[ASHWINI SAPKAL]



S.S. Shete

6-7-2004

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 23 Jun 09

To,  
Ms. Vaishali Dharkar

**SUB: APPOINTMENT TO THE POST OF 'ASST PROF' IN  
INFORMATION TECHNOLOGY**

Madam,

In response to our advertisement dated 09 April 2009, you had applied for the post of Asst Prof in Information Technology. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 12000-420-18300 with effect from 1 July 2009. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received  
7/6/09

(d) The post is reserved for SC category since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 12,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil / Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

To  
The principal  
AIT,  
Pune.

Sub: A Joining letter.

Applicant: Miss. V. J. Sharkar.

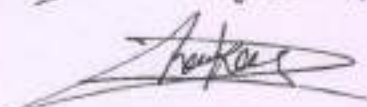
Respected Sir,

I undersigned Ms. V. J. Sharkar.  
as per the ref No. AIT/Adm/0032/TS  
Joining this college from 4 July 2005  
as a lecturer in IT department.

Thanking you.

Date: 21/06/05.

Place: Pune

Yours faithfully  
  
(Ms. V. J. Sharkar)





ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

*MC copy  
Geeta Patil*

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 20 Jun 05

To,

*Mr / Mrs Geeta Patil*

SUB: APPOINTMENT TO THE POST OF  
LECTURER IN INFORMATION TECHNOLOGY

*Sir / Madam,*

In response to our advertisement dated 18 Apr 2005, you had applied for the post of Lecturer in Information Technology. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 01 July 2005. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.

*Geeta Patil*

(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_. Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.


(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employee on temporary

from the University, your services can be terminated on forthwith basis without assigning any reasons.

15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

Date 21/06/05

To  
DIRECTOR  
AIT PUNE

Sub:- Acceptance of Appointment order.  
Reference to Appointment order NO AIT/Adm/0092/Ts.

Respected sir,

I Mrs Geeta Patil accept the appointment  
to the post of 'LECTURER' in Information  
Technology. I will join the duties  
from 1st July 2005

Thanking you

Yours sincerely,

GEETA PATIL

Geeta



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 23 Jun 06

To,

Mr GM Walunjkar

SUB: APPOINTMENT TO THE POST OF 'LECTURER'  
IN INFORMATION TECHNOLOGY DEPARTMENT

Sir,

In response to our advertisement dated 13 Apr 2006, you had applied for the post of Lecturer in Information Technology department. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 01 July 2006. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_

received  
1/6/2006

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications M. E. (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.


5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.



16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

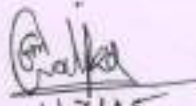
From:  
Mr. Gajanan M. Walunjkar  
Lecturer,  
Dept of Computer Engg.  
A.I.T., Pune.

To,  
The Director,  
A.I.T. Pune.

Sub: joining of duty

Sir, I am joining my duty in computer Engg.  
department from 01/07/2005, as per the college timings.  
This is joining report of my duty. Pkr. consider it.

Thank you,

  
117105  
(G. M. Walunjkar)



**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS, PUNE 411 015**

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 31 Jul 10

To,

Mr Sandeep Samleti

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
INFORMATION TECHNOLOGY**

sid/ Madam,

In response to our advertisement dated 17 May 2010, you had applied for the post of Lecturer in Information Technology. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 02 Aug 2010. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_

(d) The post is reserved for SBC since you belong to the said category, you are appointed on full-time basis on probation for a period of tw year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on ~~part-time/clock~~ hour basis only.

3. (i) You will be paid basic pay of Rs. 8000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the ~~NET~~ and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications M.E. (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the 5 year period.

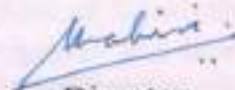
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.

17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

REC'D  
Received  
2nd August 2010

From: Samir's Sandeep Desai Kanath

Date: 2nd August 2010

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AJT/Adm/0032/TS  
Dated: 31<sup>st</sup> Jul 2010 for the post of: lecturers in IT.

I hereby accept your appointment order and Join the duties from  
2<sup>nd</sup> Aug 2010 accordingly.

Thanking you,

Yours Sincerely,



( Samir's Sandeep Desai Kanath



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 31 Jul 10

To,

Mr Yuvaraj Gholap

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
INFORMATION TECHNOLOGY**

Madam,

In response to our advertisement dated 17 May 2010, you had applied for the post of Lecturer in Information Technology. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 02 Aug 2010. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_



(d) The post is reserved for OBC since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on ~~part-time~~/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications ME (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the 5 yrs period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.

17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



*Adhin*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Received  
TP  
3-18/2010

From: YUVRAJ N GHOLAR  
Atr - Akuti, Tal - Farner,  
Dist - Ahmednagar

Date: 06/08/2010

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

SUBJECT: JOINING REPORT

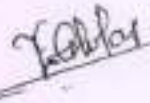
Respected Sir,

This is with reference to your appointment order No:- AJT/Adm/0032/15  
Dated: 31/07/2010 for the post of: LECTURER in IT part

I hereby accept your appointment order and Join the duties from  
06/08/2010 accordingly.

Thanking you,

Yours Sincerely,



(YUVRAJ N GHOLAR)



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 31 Jul 2012

To,

**MRS. RUPALI BAGATE**

**SUB: APPOINTMENT TO THE POST OF ASSISTANT PROFESSOR IN  
INFORMATION TECHNOLOGY**

Sir,

In response to our advertisement dated 14 May 2012, you had applied for the post of **Assistant Professor in Information Technology**. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of **15600 - 39100** with effect from **01 Aug 2012**. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received \_\_\_\_\_

- (d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.
- (e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of **Rs. 16250/-** per month in the scale indicated above. You will also be entitled to Annual Grade Pay of **Rs. 6000/-** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune.
4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.

8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the

individual and AIT to be paid back on your leaving the institute after due clearances.

18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



*Maharaj*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015  
Director  
Army Institute of Technology  
Dighi Hills Pune-411015.



From: Rupali A. Bagate

Date: 2/8/10

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

SUBJECT: JOINING REPORT

Respected Sir,

This is with reference to your appointment order No:- AIT / Adm / 0032 / TS  
Dated: 31 / Jul / 10 for the post of: Lecturer (IT)

I hereby accept your appointment order and Join the duties from  
2/8/10 accordingly.

Thanking you,

*Rupali*  
Yours Sincerely,

( Rupali A. Bagate )



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Agreement between the Employee and the Employer**  
**(Contractual)**

**AGREEMENT**

To,  
**Mrs. Aparna Joshi,**

03 Jun 2014

An agreement is made on this **03<sup>rd</sup> day of June 2014**, between **Mrs. Aparna Joshi** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor in Information Technology** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Assistant Professor in Information Technology** is for the period **05 Jun 2014 to 30 Apr 2015** and will automatically terminate on completion of the said tenure. She shall be paid a consolidated pay of **44,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to her case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.

2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

  
(A.S. Joshi)

3. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.

4. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 3 above.

5. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

6. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.

7. The Party No.1 will apply herself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom she shall be placed as faculty / employee in the Institute and she shall discharge all duties pertaining to that office and/or which are necessary to be done in his capacity as aforesaid and will make herself in all respects as useful as may be required of her. She shall always act in paramount interest of the institution.


8. Duties of Party No.1 shall, include the usual duties of the post for which she is employed and any other suitable duty / duties, which the employer may call upon her to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. She shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

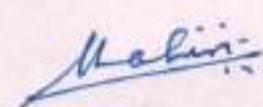
9. **Invalidity on Account of Incapacity.** If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

10. The Party No.1 shall be entitled for **7** Casual Leave & **6** Medical Leave for the said period.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



  
(Party No. 1)

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy to: Account Section,  
AIT.Personal file.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Agreement between the Employee and the Employer**  
**(Contractual)**

**AGREEMENT**

To,  
**Mrs. Aparna Joshi,**

14 May 2015

An agreement is made on this **14<sup>th</sup> day of May 2015**, between **Mrs. Aparna Joshi** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor in Information Technology** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Assistant Professor in Information Technology** is for the period **01 Jun 2015 to 15 Apr 2016** and will automatically terminate on completion of the said tenure. she shall be paid a consolidated pay of **45,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to her case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.
2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

Receive  
S. Joshi  
15/5/2015

3. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of her resignation, the security deposit of party No 1 will stand forfeited.

4. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 3 above.

5. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

6. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.

7. The Party No.1 will apply herself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom she shall be placed as faculty / employee in the Institute and she shall discharge all duties pertaining to that office and/or which are necessary to be done in her capacity as aforesaid and will make herself in all respects as useful as may be required of her. she shall always act in paramount interest of the institution.

8. Duties of Party No.1 shall, include the usual duties of the post for which she is employed and any other suitable duty / duties, which the employer may call upon her to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of her time and attention to the service of the employer. Party No.1 shall use her utmost exertions to promote the interests of the employer. she shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

9. **Invalidity on Account of Incapacity**. If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish her employment. The decision of the management committee shall be final and binding.

10. The Party No.1 shall be entitled for **7** Casual Leave, **6** Medical Leave and **11** days Privilege Leave for the said period.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.

(Party No. 1)



*Mahira*

**Director**  
**Army Institute of Technology**  
**Dighi Hills, Pune - 411 015**

Copy to: Account Section,  
AIT. Personal file.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Agreement between the Employee and the Employer**  
**(Contractual)**

**AGREEMENT**

To,  
**Mrs. Aparna Joshi,**

30 May 2016

An agreement is made on this **30<sup>th</sup> day of May 2016**, between **Mrs. Aparna Joshi** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor in Information Technology** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Assistant Professor in Information Technology** is for the period **01 Jun 2016 to 31 May 2019** and will automatically terminate on completion of the said tenure. She shall be paid a consolidated pay of **46,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to her case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.
2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.



3. Party No. 1 will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith).

4. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of her resignation, the security deposit of party No 1 will stand forfeited.

5. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 4 above.

6. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

7. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.

8. The Party No.1 will apply herself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom she shall be placed as faculty / employee in the Institute and she shall discharge all duties pertaining to that office and/or

which are necessary to be done in her capacity as aforesaid and will make herself in all respects as useful as may be required of her. She shall always act in paramount interest of the institution.

9. Duties of Party No.1 shall, include the usual duties of the post for which she is employed and any other suitable duty / duties, which the employer may call upon her to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of her time and attention to the service of the employer. Party No.1 shall use her utmost exertions to promote the interests of the employer. She shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

10. **Invalidity on Account of Incapacity**. If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish her employment. The decision of the management committee shall be final and binding.

11. The Party No.1 shall be entitled for **8** days Casual Leave & **6** days Medical Leave per year, and vacation of 50 days per year, after successful completion of one year service.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



(Party No. 1)

Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy to: Account Section, AIT  
Personal file.

Received  
English  
25/16

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

**MADE THIS CONTRACT ON THIS 27 MAY 2019**

**BETWEEN**

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**,

**AND**

**Mrs. Aparna Joshi,**  
Age: 37, Occupation: Service,  
Address: Pimpri, Pune.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members **AND**

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, **AND**

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, **AND**

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Information Technology Department maintained by it for the period **11 Jun 2019 to 30 Apr 2021**, **AND**

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, **AND**

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mrs. Aparna Joshi** hereby agrees to perform the work relating to the teaching in Information Technology Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Information Technology)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2021** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 63,450/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. You will be entitled for vacation during your period of this appointment as follows:
  - a) Summer vacation 2020 - 30 days
  - b) Winter vacation 2020 - 20 days
12. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
13. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
14. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
15. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
16. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1.



*[Signature]*  
Director, AIT

2.

*[Signature]*  
(Mrs. Aparna Joshi)

Copy to : Account Section AIT



# Army Institute Of Technology (AIT) Dighi Camp, Pune -15

Director : 7249250115, Joint Director : 7249250117, Principal : 7249250186  
Exch : 7249250183, 7249250184, 7249250185

Website : ailt pune .com Email : ailt pune .edu .in

Recognised by AICTE and DTE Maharashtra and affiliated to Savitribai Phule Pune University

To,

Date: 05 /05 /2021

Mrs. Aparna Joshi,

## **Sub: - contractual Appointment.....**

This is to inform you that, your present contractual appointment which ended on 30<sup>th</sup> April 2021 has been extended upto 31<sup>st</sup> May 2021.

All other condition is your previous contractual appointment ending on 30<sup>th</sup> April 2021, will remain same.

This is for your information.



*[Signature]*  
Director

AIT

Copy to :- Jt Dir/HOD :- For info

Registrar office

✓  
1712

**ARMY INSTITUTE OF TECHNOLOGY**  
**DIGHI HILLS PUNE 411 015**  
**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 02 JUL 2021

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mrs. Aparna Joshi,**  
Age: 39, Occupation: Service,  
Address: Pimpri, Pune.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Information Technology Department maintained by it for the period **01 Jul 2021 to 31 May 2023**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
A/S

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mrs. Aparna Joshi** hereby agrees to perform the work relating to the teaching in Information Technology Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Information Technology)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2023** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 67,314/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.



8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. You will be entitled for vacation during your period of this appointment as follows :
  - a) Winter Vacation 2021 - 10 days
  - b) Summer vacation 2022 - 22 days
  - c) Winter vacation 2022 - 10 days
12. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
13. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
14. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
15. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
16. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**  
In the presence of

1. Dr. Ashwini Sapkal Ashwini Sapkal

2. Yashraj M Gholap Yashraj M Gholap

Copy to : Account Section AIT.  
Personal file.

[Signature]  
Director, AIT

[Signature]  
(Mrs. Aparna Joshi)

From : 24/09/12

Date : 24/09/12

To,

The Director,  
Army Institute of Technology,  
Dighi Hills,  
Pune - 411 015

SUBJECT : JOINING REPORT

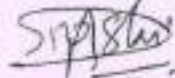
Respected Sir,

This is with reference to your appointment order No: \_\_\_\_\_  
dated 20/09/12 for the post of Lecturer (I.T.).

I hereby accept your appointment order and join the duties from 24/09/12  
accordingly.

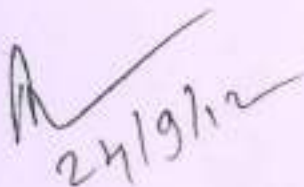
Thanking you,

Yours Sincerely,



( Aparna Joshi )



  
24/9/12

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 27 Jun 09

To,  
Ms Nilima Walde

SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
INFORMATION TECHNOLOGY

Madam,

In response to our advertisement dated 09 April 2009, you had applied for the post of Lecturer in Information Technology. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 1 July 2009. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full- time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received (Ms. N.H. Walde)

(d) The post is reserved for SC category, since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

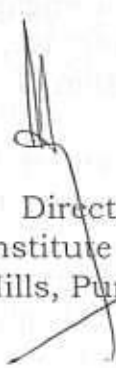
(b) You shall have to acquire the qualifications M.E. (M.Phil / Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

From: Samick Sandeep Qureskannath

Date: 2nd August 2010

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

SUBJECT: JOINING REPORT

Respected Sir,

This is with reference to your appointment order No:- AJT/Adm/0032/TS  
Dated: 31<sup>st</sup> Jul 2010 for the post of: lecturers in IT.

I hereby accept your appointment order and Join the duties from  
2<sup>nd</sup> Aug 2010 accordingly.

Thanking you,

Yours Sincerely,



( Samick Sandeep Qureskannath



**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015**

**OFFER LETTER**

AIT/0234/TAPPT/Coord

33

Jun 2017

To,

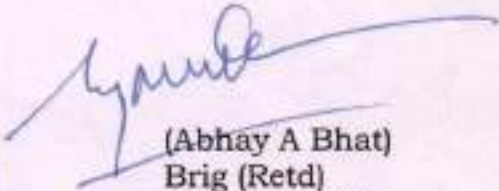
Dr. S.R. Dhore,

This is to inform you that Management is pleased to promote you to the post of Professor in Computer Engineering department w.e.f. 01 Jun 2017.

Your salary would be in the pay scale of 37400-67000 with Basic Pay of Rs. 52,390/- and AGP 10,000/- from the said date.

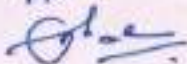
This is for your information.



  
(Abhay A Bhat)  
Brig (Retd)  
Director, AIT

**Copy to :-**

Accounts Section  
Personal File

Recd  




AIT/Adm/0032/T.S

Date 3 May 2011


To,

Prof S R Dhore,

1. Ref. AWES letter No B/45806/Pay/AWES dt 28 April 2011.
2. Management is pleased to inform you that, as you were approved Asst Prof on or before 1<sup>st</sup> Jan 2006, you are hereby redesignated as Associate Professor in Computer dept in the pay band 37400- 67100 with a AGP of Rs 9,000/- w.e.f 1<sup>st</sup> July 2009 i.e the date of implementation of Revised pay scale.
3. However you are advised to complete PhD as required for the post of Associate Prof, within the stipulated period mentioned in your approval letter of the University of Pune.



(S K Lahiri)  
Brig (Retd)  
Director AIT

Received  




**ARMY INSTITUTE OF TECHNOLOGY**

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 16 Jul 07

To,

Mr Dhore S R

**SUB: APPOINTMENT TO THE POST OF 'ASSISTANT PROFESSOR' IN  
COMPUTER ENGINEERING**

Sir,

In response to our advertisement dated 26 Apr 2007, you had applied for the post of Assistant Professor in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 12000-420-18300 with effect from 16 July 2007. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full- time/ part-time basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

R'cvd on  
17.07.2007

*[Signature]*

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

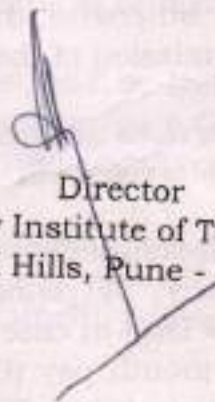
(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 15,780/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.
4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications P.h.d (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the seventy period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

**ARMY INSTITUTE OF TECHNOLOGY**

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 05 Jan 07

To,

Mr S.R. Dhore

**SUB: APPOINTMENT TO THE POST OF 'ASSISTANT PROFESSOR' IN  
COMPUTER ENGINEERING**

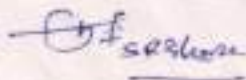
Sir,


I am pleased to inform you that the Management has appointed you on the post of Assistant Professor in Computer Engineering in this Institute in the scale of Rs. 12000-420-18300 with effect from 01 Feb 2007. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Army Welfare Education Society (AWES) and the Management from time to time.
2. You are appointed on probation for a period of two years(s) from the date of joining.
3. You will be paid basic pay of Rs. 15,780/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time.
4. As per the rules of the University of Pune, You are required to appear before the University Selection Committee, as and when appointed, to get regular approval of the University for the said post.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
8. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
9. You will not conduct or engage yourself in any private tutions or private coaching classes.
10. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
11. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ).
12. You are not entitled to vacation till you complete one year service with AIT.
13. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
14. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Received on 06.01.2007



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Date:- 03.02.2007

To,

The Principal,

A.I.T., PUNE-15.

(Through HoD, Computer)

Subject:- Joining Report.

Respected Sir,

With reference to appointment order,  
I am joining this institute as asst. Professor  
in computer Engg. on 03.02.2007.

So please accept this application  
& allow me to join the duties.

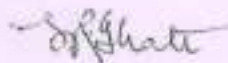
Thanking you.



Yours sincerely,



(C.S.R. Dhore)



G. I. Dhore

Registrar



Tele:27157534/2101  
Website: [www.aitpune.com](http://www.aitpune.com)  
Email - [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)



Army Institute of Technology  
Alandi Road, Dighi Hills  
Pune - 411 015

21 Feb 2019

AIT/0234/TAppt/Coord

To,

Dr. N.K. Bansode,

This is to inform you that Management is pleased to promote you to the post of Professor in Computer Engineering department w.e.f. 01 Jan 2019.

Your salary would be in the pay scale of 37400-67000 and AGP 10,000/- from the said date.

This is for your information please.

(Abhay A Bhat)  
Brig (Retd)  
Director, AIT  
Army Institute of Technology  
Dighi Hills, Pune-411015,

Copy to:-

HOD (Computer)  
Accounts Section  
Personal file



AIT/Adm/0032/T.S

Date 3 May 2011

To,

Prof N K Bansode,

1. Ref. AWES letter No B/45806/Pay/AWES dt 28 April 2011.
2. Management is pleased to inform you that, as you were approved Asst Prof on or before 1<sup>st</sup> Jan 2006, you are hereby redesignated as Associate Professor in Computer dept in the pay band 37400- 67100 with a AGP of Rs 9,000/- w.e.f 1<sup>st</sup> July 2009 i.e the date of implementation of Revised pay scale.
3. However you are advised to complete PhD as required for the post of Associate Prof, within the stipulated period mentioned in your approval letter of the University of Pune.

*Bansode*



*Lahiri*

(S K Lahiri)

Brig (Retd)

Army Director AIT Technology  
Pune 411015

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 23 Jun 05

To,

Mr NK Bansode

SUB: APPOINTMENT TO THE POST OF  
'ASSISTANT PROFESSOR' IN COMPUTER ENGINEERING

Sir,

In response to our advertisement dated 18 Apr 2005, you had applied for the post of Assistant Professor in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 12000-420-18300 with effect from 01 July 2005. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_

(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_. Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 12,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received

from the University, your services can be terminated on forthwith basis without assigning any reasons.

15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Accepted  
N. S. ...  
24/6/02



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

29 Jan  
22 Jan

Bansode N.K.  
Alp- Bhadkambe  
Tal- Walwa  
Dist- Sangli  
Date: 1/6/96

To  
The principal,  
Army Institute of Technology  
Pune

Sub: Joining Report

Respected sir,

with reference to your office order, I under  
Signed Mr. Bansode N.K. joining in your institute  
from today.

Thanking you

Yours faithfully  
N.K. Bansode  
(Mr. Bansode N.K.)  
01/06/96



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

Appointment Order  
(Teaching)

AIT/0234/TAppt/Coord

Date: 26 Feb 2014

Dr. Jayadevan R.

Dear Sir,

The undersigned is pleased to inform you that you are hereby appointed as **Associate Professor in Computer dept** with effect from **05 Mar 2014**.

You will be paid:

1. A Basic Pay of Rs. 40,890/- with an AGP of Rs. 9,000/- pm. in the scale of 37400-67000. You will be entitled for yearly increment in July 2014.
2. Dearness Allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.
3. Your appointment is subject to the following conditions: -
  - (a) You will be on probation for a period of two years from the date of taking over duties.
  - (b) Your appointment on probation shall not be deemed as confirmed unless you are issued with an order of confirmation at the end of your probation.
  - (c) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
  - (d) Your services may be terminated at any time by the Management by giving one months notice or one months pay (basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
  - (e) If for some reason you decide to leave this job, you must give one months notice or one months pay (basic Pay) in lieu of it.
  - (f) You will have to undergo at your own expense medical examination by the medical officer of this institute or a reputed and qualified civil doctor as approved by this institution within three months of this appointment. This appointment is provisional pending submission of medical certificate by you stating that you are free from any contagious disease and that you are physically fit for employment with Army Institute of Technology.

Received  
05/03/2014



(g) You should submit the original as well as true copies of passing certificates, marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(j) In case you are accepting this appointment, you shall have to submit the discharge certificate from your present employer if any, and will have to give an undertaking agreement in the prescribed form (enclosed) in duplicate before joining the duties.

(k) If your acceptance is not received up to 28 Feb 2014 your appointment is liable to be cancelled / withdrawn.



*Mahin*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

- Copy To:
1. Secretary Management Committee, AIT
  2. Account Section
  3. Establishment Section - 2 Copies including one for personnel file.

Date: 05/03/2014

To,

The Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015

**Sub : Joining Report**

**Ref : Appointment Order No. AIT/0234/TAppt dated 26/02/2014**

Respected Sir,

With reference to the appointment order referred above, I hereby join the duties as Associate Professor in Computer Engg w.e.f. 05/03/2014 accordingly.

I agree and accept all the terms and conditions mentioned in above referred appointment order and I undertake to abide the same.

Thanking you,



Yours Sincerely,

*(Handwritten signature)*

(Dr. Jayadevan.R)

Emp No :- 1462  
DOB :- 18/04/1981  
DoJ :- 05/03/2014  
BG :- O+ve

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 17 Jul 08

To,  
Mr MB Lonare

SUB: APPOINTMENT TO THE POST OF 'ASSISTANT PROFESSOR' IN  
COMPUTER ENGINEERING

Madam/Sir,

In response to our advertisement dated 01 May 2008, you had applied for the post of Assistant Professor in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 12000-420-18300 with effect from 21 July 2008. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_. Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 12,420/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications M. E. (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

*cc:mgf*  
*[Signature]*  
17/7/08

*[Signature]*  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 27 Jun 09

To,  
Mr. P R Sonawane

SUB: APPOINTMENT TO THE POST OF 'ASST PROF' IN  
COMPUTER ENGINEERING.

Sir,

In response to our advertisement dated 09 April 2009, you had applied for the post of Asst Prof in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 12000-420-18300 with effect from 1 July 2009. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received  
Blc  
27.6.09  
P.R. Sonawane

(d) The post is reserved for SC category since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_. Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 12,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil / Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.


5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.



7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

1033

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 23 Jun 05

To,

Ms Vaishali Loni

**SUB: APPOINTMENT TO THE POST OF  
'LECTURER' IN COMPUTER ENGINEERING**

Madam,

In response to our advertisement dated 18 Apr 2005, you had applied for the post of Lecturer in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 01 July 2005. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is ~~partly~~ temporary for a period from \_\_\_\_\_ to \_\_\_\_\_

(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications ME (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the five years period.


5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets,

experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.

15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Rec.  


Ms. Vaishali Loni.  
Date - 1<sup>st</sup> July 2005.

To,  
The Principal,  
AIT, Pune

Subject :- Joining Report.

Respected Sir,

myself, ms. Vaishali Loni has appointed  
as a Lecturer in computer department (reference:  
Interviews held on 28<sup>th</sup> June 2005). I am joining  
this institute from 1<sup>st</sup> July 2005.

Thanking you,

Yours faithfully,



(Vaishali S. Loni)



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 17 Jul 08

To,

Ms Asha Kale

SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
COMPUTER ENGINEERING

Madam,

In response to our advertisement dated 01 May 2008, you had applied for the post of Lecturer in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 21 July 2008. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is ~~purely~~ temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is ~~is on~~ the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.



(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 9,375/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.


(b) You shall have to acquire the qualifications M. E. (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e, one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

*Sealed*  
*AB*  
*(As per)*

From: Ms. Asha. D. Kale.  
Leet, Komp. Dept.  
AIT, Pune-15.

Date: 21/07/08.

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AIT/Adm/0032/13.  
Dated: 17/07/08 for the post of: Lecturer.

I hereby accept your appointment order and Join the duties from  
21/07/08 accordingly.

Thanking you,

  
Yours Sincerely,



( Ms. Asha. D. Kale. )

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 23 Jun 06

To,

Ms Sushma Shirke

**SUB: APPOINTMENT TO THE POST OF 'LECTURER'**  
**IN COMPUTER ENGINEERING DEPARTMENT**

Madam,

In response to our advertisement dated 13 Apr 2006, you had applied for the post of Lecturer in Computer Engineering department. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 01 July 2006. Your appointment is subject to the following terms and conditions:

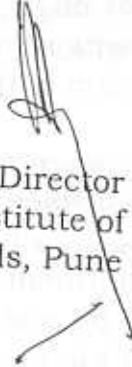
1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full- time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

received  
Shirke  
28/06/08

- (d) The post is reserved for OBC since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.
- (e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of Rs. 8,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.
4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications M. E. (~~M.Phil/Ph.D., M.D./M.S.,~~ M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the five years period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



Miss - Shirke S.A.

Date: 1-07-2006

To,  
The Principal,  
AIT, Dighi,  
Pune.

Subject: - Joining Report.

Respected Sir,

I undesignated Miss Shirke Sushama A.  
has been appointed as Lectures in Computer  
Engineering Dept. from 1<sup>st</sup> July 2006 as per  
appointment order.

I am joining my all duties as per given  
joining date.

Thanking You, Sir.



Yours Faithfully,

*S.A.*

(Shirke S.A.)

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 17 Jul 08

To,

Mrs Sharyu Lokhande

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
COMPUTER ENGINEERING**

Madam/Sr,

In response to our advertisement dated 01 May 2008, you had applied for the post of Lecturer in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 21 July 2008. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_

(d) The post is reserved for SC since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.


(b) You shall have to acquire the qualifications M. E. (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Received  
Sokhande  
23/7/08

From: Sharayu Lokhande

Date: 23 Jul 08

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AIT/Adm/0032/TS  
Dated: 17 Jul 08 for the post of: Lecturer in computer engg.

I hereby accept your appointment order and Join the duties from  
23 Jul 08 accordingly.

Thanking you,

Yours Sincerely,

Sharayu Lokhande

(Sharayu Lokhande)



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 17 Jul 08

To,  
Mrs Rushali Patil

SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
COMPUTER ENGINEERING

Madam/Sir,

In response to our advertisement dated 01 May 2008, you had applied for the post of Lecturer in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 21 July 2008. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for NIT (B) since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,275/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications M. E. (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.


5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.



7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Rushali

From: Mrs. Rushali S. Patil

Date: 21/07/08

To,  
The Director  
Army Institute of Technology  
Dighi Hillis  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AIT/ADM / 0032/TS  
Dated: 17/07/08 for the post of: Lecturer.

I hereby accept your appointment order and Join the duties from  
21/07/08 accordingly.

Thanking you,

Yours Sincerely,

*Rushali*

(Mrs. Rushali S. Patil)



**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/A.S.

Date : 29 April 2008

To,

Ms Bhavsar Yogita

Dear Madam,

1 It is hereby informed that, you are appointed on adhoc basis as 'Lecturer - Computer Engineering Department' for the period 01 May 2008 till 31 Mar 2009, on the following terms and conditions:

You will be paid:

(a) A basic pay of Rs. 8,275/- per month in the pay scale of Rs. 8000-275-13500.

(b) Dearness Allowance, City Compensatory allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.

(c) You will be entitled for 7 casual, 7 Medical and ~~24~~ Privilege leaves during this tenure.

(d) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.

(e) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay (Basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.

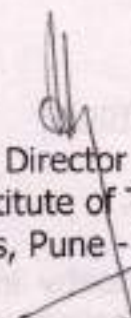
(f) If for some reason you decide to leave this job, you must give one month's notice or one month's pay (Basic + DA) in lieu of it.

Received.

2/10/08

(g) You should submit the original as well as true copies of passing certificates marksheet, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy To: 1. Account Section  
2. Personal file.



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 17 Jul 08

To,  
Ms Yogita Bhavsar

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
COMPUTER ENGINEERING**

Madam/Sir,

In response to our advertisement dated 01 May 2008, you had applied for the post of Lecturer in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 21 July 2008. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ part-time basis on probation for a period of two years(s) from the date of joining.
- (b) Your appointment is purely temporary for a period from 21 July 08 to 30 June 09.
- (c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for ST, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of one academic year. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,275/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications M. E. (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.

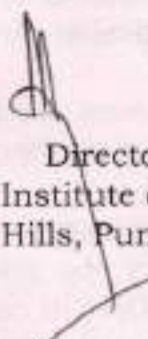
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.



16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



*Received*

*[Handwritten signature]*

**ARMY INSTITUTE OF TECHNOLOGY**

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 27 Jun 09

To,  
Ms. Yogita Bhavsar

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
COMPUTER ENGINEERING**

Madam,

In response to our advertisement dated 09 April 2009, you had applied for the post of Lecturer in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 1 July 2009. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from 1 July 09 to 30 June 2010.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received  
P. Law

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for ST category, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of one year. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,550/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.


5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

o/c

**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/T.S.

Date: 02 July 2010

To,

Ms. Yogita Bhavsar,

Dear Madam,

1 It is hereby informed that, you are appointed on adhoc basis as 'Lecturer- Computer Engineering' for the period 07 July 2010 to 31 May 2011 on the following terms and conditions:

You will be paid:

(a) A basic pay of Rs. 8825/- per month in the pay scale of Rs. 8000-275-13500.

(b) Dearness Allowance, City Compensatory allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.

(c) You will be entitled for 7 days Casual leave & 7 days Medical leave for the said period. In addition you will be entitled for 20 days vacation on completion of 11 months service in AIT.

(d) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.

(e) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay (Basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.

(f) If for some reason you decide to leave this job, you must give one month's notice or one month's pay (Basic + DA) in lieu of it.

(g) You should submit the original as well as true copies of passing certificates marksheet, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(i) You have to communicate your acceptance of this order to the Institution within seven days from the date of receiving this Order, failing which your appointment is liable to be cancelled.



*Mahin*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy To: 1. Account Section  
2. Personal file.

Received:  
*[Signature]*  
5/07/10

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 31 Jul 10

To,

Ms Yogita Bhavsar

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
COMPUTER ENGINEERING**

Madam,

In response to our advertisement dated 17 May 2010, you had applied for the post of Lecturer in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 02 Aug 2010. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_



(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8825/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications ATC (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.

17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



*Uchire*

Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

*Received*

*Shaw*  
*2/8/10*

From: Yogita B. Bhavsar

Date: 2/8/10

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

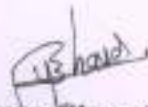
SUBJECT: JOINING REPORT

Respected Sir,

This is with reference to your appointment order No:- AIT/Adm/0032/TS  
Dated: 31/Jul/2010 for the post of: Lecturer in computer Engg.

I hereby accept your appointment order and Join the duties from  
2 Aug, 2010 accordingly.

Thanking you,

  
Yours Sincerely,



( Yogita B. Bhavsar )

**ARMY INSTITUTE OF TECHNOLOGY**

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 31 Jul 10

To,

Mr Anup Kadam

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
COMPUTER ENGINEERING**

Madam,

In response to our advertisement dated 17 May 2010, you had applied for the post of Lecturer in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 02 Aug 2010. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 31 Jul 10

To,

Mr Anup Kadam

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
COMPUTER ENGINEERING**

Madam,

In response to our advertisement dated 17 May 2010, you had applied for the post of Lecturer in Computer Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 02 Aug 2010. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8825/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications ME (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the 5 years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.



17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

*Acc Received*  
*[Signature]*  
*2/08/2010*

From: Army P. Kadam  
Plat No-8, Puntursholtem (P).  
Right Bhulsi Colony,  
Kothrud - Pune-38  
Date: 2/08/2010

To;  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

SUBJECT: JOINING REPORT

Respected Sir,

This is with reference to your appointment order No:- Ref No AZT/Adm/0032/  
Dated: 21/07/2010 for the post of: Lecturer in Computer Dept.

I hereby accept your appointment order and Join the duties from  
2/08/2010 accordingly.

Thanking you,



Yours Sincerely,



(Army Kadam.)

112

**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/T.S.

Date: 06 July 2011

To,

Ms Nikita Gupta

Dear Madam,

1 It is hereby informed that, you are appointed as Management Appointment on adhoc basis as Lecturer in- Computer department for the period 11 July 2011 to 30 April 2012 on the following terms and conditions:

You will be paid:

- (a) A consolidated salary of Rs. 32,000/- per month.
- (b) You will be entitled for 7 days Casual leave & 7 days Medical leave for the said period.
- (c) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
- (d) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
- (e) If for some reason you decide to leave this job, you must give one month's notice or one month's pay in lieu of it.
- (f) You should submit the original as well as true copies of passing certificates Marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

Received by  
Nikita  
Nikita Gupta

(g) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(h) You have to communicate your acceptance of this order to the Institution within seven days from the date of receiving this Order, failing which your appointment is liable to be cancelled.

*Mahin*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



Copy To: 1. Account Section  
2. Personal file.

18 April 2012

To,  
Ms. Nikita Gupta

With reference to your application dated 29 March 2012 this is inform you that your present appointment as Lecturer in Computer Department has been extended for the period 01 May 2012 till 30 June 2012.

All other terms & conditions remain same as per your previous appointment letter dated 06 July 2011.

This is for your information.



(SK Lahiri)  
Brig (Retd)  
Director

Copy to:-

HOD (Comp)

Received by  
Nikita  
19/4/12

29 June 2012

To,  
Ms. Nikita Gupta

This is to inform you that, your services with AIT are hereby extended for the period 01 July 12 to 31 Oct 2012.

All other terms & Conditions including salary will remain same as per your previous appointment order dated 11 July 2011.

This is for your information.



*Mehin*  
Director  
AIT

**Copy to:-**

Accounts Section

Received  
*Nikita*  
30/6/12

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 31 Jul 2012

To,

**MS. NIKITA GUPTA**

**SUB: APPOINTMENT TO THE POST OF ASSISTANT PROFESSOR IN  
COMPUTER ENGINEERING**

Sir,

In response to our advertisement dated 14 May 2012, you had applied for the post of **Assistant Professor in Computer Engineering**. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of **15600 - 39100** with effect from **01 Aug 2012**. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received by  
[Signature]  
31/7/12

- (d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.
- (e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of **Rs. 15600/-** per month in the scale indicated above. You will also be entitled to Annual Grade Pay of **Rs. 6000** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune.
4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.




8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the

individual and AIT to be paid back on your leaving the institute after due clearances.

18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Director  
Army Institute of Technology  
Dighi Hills Pune-411015.

From: Ms. Nikita Gupta

Date: 11<sup>th</sup> July 2011

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

SUBJECT: JOINING REPORT

Respected Sir,

This is with reference to your appointment order No:- AIT/Adm/0032/T.S.  
Dated: 06<sup>th</sup> July 2011 for the post of: Lecturer in Computer Department

I hereby accept your appointment order and Join the duties from  
11<sup>th</sup> July 2011 accordingly.

Thanking you,

Yours Sincerely,



*Nikita*  
( Nikita Gupta )

**ARMY INSTITUTE OF TECHNOLOGY**  
**DIGHI HILLS, PUNE - 411 015**

**Appointment order**  
**(Teaching)**

Ref No.: AIT/Adm/0032/A.S.

Date: 12 Aug 2009

To,

Mr. Praveen Hore

Dear Sir,

1 It is hereby informed that, you are appointed as management appointment on adhoc basis as 'Lecturer -Computer Engineering Dept' for the period 17 Aug 2009 till 30 Jun 2010, on the following terms and conditions:

You will be paid:

- (a) A basic pay of Rs. 8000/- per month in the pay scale of Rs. 8000-275-13500.
- (b) You will be entitled for 7 casual, 7 Medical and 11 Privilege leaves for the said period.
- (c) You will not be entitled for any other leave, than mentioned above.
- (d) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
- (e) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
- (f) If for some reason you decide to leave this job, you must give one month's notice or one month's pay in lieu of it.
- (g) You should submit the original as well as true copies of passing certificates marksheet, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

*Praveen Hore*

(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(j) In addition to the duties presently assigned, you will perform all such duties assigned by the Management from time to time.



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy To: 1. Account Section  
2. Personal file.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Agreement between the Employee and the Employer**  
**(Contractual)**

**AGREEMENT**

To,  
**Ms. Seeta Yadav,**

03 Jun 2014

An agreement is made on this **03<sup>rd</sup> day of June 2014**, between **Ms. Seeta Yadav** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor in Information Technology** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Assistant Professor in Information Technology** is for the period **05 Jun 2014 to 31 May 2017** and will automatically terminate on completion of the said tenure. She shall be paid a consolidated pay of **44,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to her case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.
2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

Received  
Sya

3. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.

4. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 3 above.

5. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

6. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.

7. The Party No.1 will apply herself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom she shall be placed as faculty / employee in the Institute and she shall discharge all duties pertaining to that office and/or which are necessary to be done in his capacity as aforesaid and will make herself in all respects as useful as may be required of her. She shall always act in paramount interest of the institution.

8. Duties of Party No.1 shall, include the usual duties of the post for which she is employed and any other suitable duty / duties, which the employer may call upon her to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. She shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

9. **Invalidity on Account of Incapacity.** If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

10. The Party No.1 shall be entitled for **8** days Casual Leave & **6** days Medical Leave per year, and vacation of 50 days per year, after successful completion of one year service.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.

*Revised!*

*Syadav*  
*5/6/24*



(Party No. 1)

*Mahin*

Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy to: Account Section,  
AIT. Personal file.



**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 26 MAY 2017

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Sita Yadav,**

Age : 32, Occupation : Service.

Address: Dighi, Pune - 411015.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Information Technology Department maintained by it for the period **15 Jun 2017 to 30 Apr 2018**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

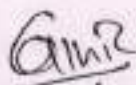
**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

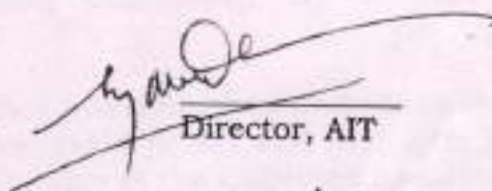
1. **Ms. Sita Yadav** hereby agrees to perform the work relating to the teaching in Information Technology Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Information Technology)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2018** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 45,320/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

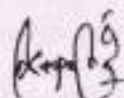
**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Devendra V. More   
Chinchwad. Pune

  
Director, AIT



2. A. J. Derradi   
**Copy to** : Account Section AIT.  
Personal file.

  
(Ms. Sita Yadav)

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 08 JUN 2018

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mrs. Sita Yadav,**

Age: 33, Occupation: Service,  
Address: Dighi, Pune.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **11 Jun 2018 to 30 Apr 2019**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

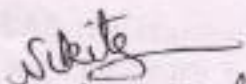
**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.


**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

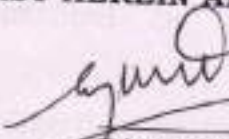
1. **Mrs. Sita Yadav** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2019** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 49,480/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

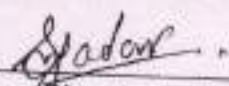
8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**  
In the presence of

1.   
Nikita Singhal

2.   
Sushama Shinde.

  
Director, AIT

  
(Mrs. Sita Yadav)



**Copy to** : Account Section AIT.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 27 MAY 2019

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Sita Yadav,**

Age: 34, Occupation: Service,

Address: Dighi, Pune.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **11 Jun 2019 to 30 Apr 2021**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

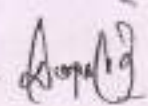
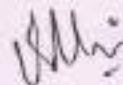
**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

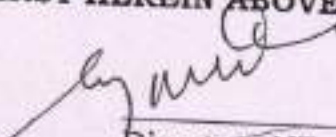
1. **Ms. Sita Yadav** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2021** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 67,000/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

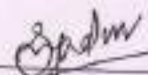


8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. You will be entitled for vacation during your period of this appointment as follows :
  - a) Summer vacation 2020 - 30 days
  - b) Winter vacation 2020 - 20 days
12. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
13. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
14. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
15. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
16. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**  
 In the presence of

1. Mr. A. J. Desai - 
2. Mr. V. R. Pardeshi - 

  
 Director, AIT

  
 (Ms. Sita Yadav)



**Copy to :** Account Section AIT.  
 Personal file



# Army Institute Of Technology (AIT) Dighi Camp, Pune -15

Director : 7249250115, Joint Director : 7249250117, Principal : 7249250186  
Exch : 7249250183, 7249250184, 7249250185

Website : aitpune.com Email : aitpune.edu.in

Recognised by AICTE and DTE Maharashtra and affiliated to Savitribai Phule Pune University

To,

Date: 05 /05 /2021

Ms. Seeta Yadav,

## **Sub: - contractual Appointment.....**

This is to inform you that, your present contractual appointment which ended on 30<sup>th</sup> April 2021 has been extended upto 31<sup>st</sup> May 2021.

All other condition is your previous contractual appointment ending on 30<sup>th</sup> April 2021, will remain same.

This is for your information.



*[Signature]*  
Director

AIT

Copy to :- Jt Dir/HOD :- For info

Registrar office

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 27 MAY 2019

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Sita Yadav,**

Age: 34, Occupation: Service,

Address: Dighi, Pune.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **11 Jun 2019 to 30 Apr 2021**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.


**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER-**

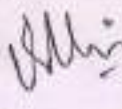
1. **Ms. Sita Yadav** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2021** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 67,000/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precendent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

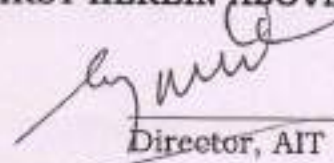
8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. You will be entitled for vacation during your period of this appointment as follows :
  - a) Summer vacation 2020 - 30 days
  - b) Winter vacation 2020 - 20 days
12. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
13. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
14. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
15. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
16. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

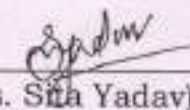
**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Mr. A. Z. Devadi - 

2. Mr. V. R. Pardeshi - 

  
Director, AIT

  
(Ms. Sita Yadav)



**Copy to :** Account Section AIT.

1708

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 05 JUL 2021

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Sita Yadav,**  
Age: 36, Occupation: Service,  
Address: Dighi, Pune.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **01 Jul 2021 to 31 May 2023**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.


**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Ms. Sita Yadav** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2023** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 71,080/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. You will be entitled for vacation during your period of this appointment as follows :
- |                         |   |         |
|-------------------------|---|---------|
| a) Winter Vacation 2021 | - | 10 days |
| b) Summer vacation 2022 | - | 22 days |
| c) Winter vacation 2022 | - | 10 days |
12. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
13. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
14. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
15. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
16. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

  
1. Nikita Singhal

  
2. (Sita Yadav)

  
Director, AIT

  
(Ms. Sita Yadav)





From: Sita Yadav

Date: 11/08/2010

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

SUBJECT: JOINING REPORT

Respected Sir,

This is with reference to your appointment order No:- AIT/Adm/0032/TS  
Dated: 31 Jul 10 for the post of: Lecturer (IT).

I hereby accept your appointment order and Join the duties from  
11/08/2010 accordingly.

Thanking you,

Yours Sincerely,

Syadar..

( Sita Yadav )

2

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Agreement between the Employee and the Employer**  
**(Contractual)**

**AGREEMENT**

To,  
**Mr. Sagar Rane,**

20 May 2015

An agreement is made on this **20<sup>th</sup> day of May 2015**, between **Mr. Sagar Rane** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor in Computer Engineering** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Assistant Professor in Computer Engineering** is for the period **08 Jun 2015 to 15 Apr 2016** and will automatically terminate on completion of the said tenure. he shall be paid a consolidated pay of **40,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to his case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.
2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

*Signed*  
*[Signature]*  
27.5.2015

3. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.
4. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 3 above.
5. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.
6. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.
7. The Party No.1 will apply himself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom he shall be placed as faculty / employee in the Institute and he shall discharge all duties pertaining to that office and/or which are necessary to be done in his capacity as aforesaid and will make himself in all respects as useful as may be required of his. he shall always act in paramount interest of the institution.

8. Duties of Party No.1 shall, include the usual duties of the post for which he is employed and any other suitable duty / duties, which the employer may call upon him to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. he shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

9. **Invalidity on Account of Incapacity.** If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

10. The Party No.1 shall be entitled for **7** Casual Leave, **6** Medical Leave and **11** days Privilege Leave for the said period.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



*[Handwritten Signature]*  
25-05-2015  
(Party No. 1)

*[Handwritten Signature: Mahin]*  
**Director**  
**Army Institute of Technology**  
**Dighi Hills, Pune - 411 015**

Copy to: Account Section,  
AIT.Personal file.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

Agreement between the Employee and the Employer  
(Contractual)

AGREEMENT

To,  
**Mr. Sagar Rane,**

30 May 2016

An agreement is made on this **30<sup>th</sup> day of May 2016**, between **Mr. Sagar Rane** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor in Computer Engineering** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Assistant Professor in Computer Engineering** is for the period **01 Jun 2016 to 30 Apr 2017** and will automatically terminate on completion of the said tenure. He shall be paid a consolidated pay of **41,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to his case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.
2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

3. Party No. 1 will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith).

4. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.

5. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 4 above.

6. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

7. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.

8. The Party No.1 will apply himself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom he shall be placed as faculty / employee in the Institute and he shall discharge all duties pertaining to that office and/or

which are necessary to be done in his capacity as aforesaid and will make himself in all respects as useful as may be required of him. He shall always act in paramount interest of the institution.

9. Duties of Party No.1 shall, include the usual duties of the post for which he is employed and any other suitable duty / duties, which the employer may call upon him to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. He shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

10. **Invalidity on Account of Incapacity**. If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

11. The Party No.1 shall be entitled for 7 days Casual Leave & 5 days Medical Leave for the said period.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



*[Handwritten signature]*  
01-06-2016  
(Party No. 1)

*[Handwritten signature]*  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy to: Account Section, AIT  
Personal file.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 06 JUN 2017

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Sagar Rane,**

Age: 25, Occupation: Service,

Address: Tal - Purandar, Dist - Pune - 412303.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **15 Jun 2017 to 30 Apr 2018**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

*Sagar Rane*  
06/06/2017



**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

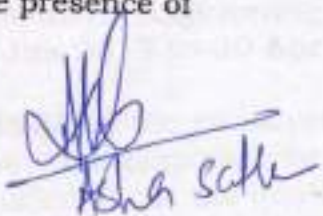
1. **Mr. Sagar Rane** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2018** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 42,230/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

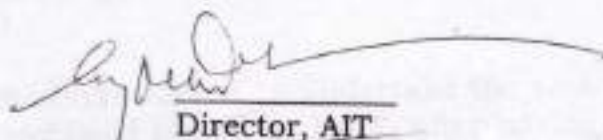
8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1.

  
Asha Saha


  
Director, AIT

2.

Devendra V. More  
Copy to : Account Section AIT.

Personal file.



  
13.06.2017  
(Mr. Sagar Rane)

**ARMY INSTITUTE OF TECHNOLOGY**  
**DIGHI HILLS PUNE 411 015**  
**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 08 JUN 2018

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Sagar Rane,**

Age: 26, Occupation: Service,  
Address: Hadapsar, Pune - 411028

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **11 Jun 2018 to 30 Apr 2020** AND .

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

*Received*  
*[Signature]*

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:**


1. **Mr. Sagar Rane** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2020** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 43,500/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.

9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Mr. Rahul Kadam 

2. Mr K K Doss 

Copy to : Account Section AIT.  
Personal file.



  
Director, AIT

  
(Mr. Sagar Rane)

1670

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 10 JUL 2020

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Sagar Rane,**

Age: 28, Occupation: Service,

Address: Tal - Purandar, Dist - Pune - 412303.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **01 Jul 2020 to 31 May 2022**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

*For and by*

*[Signature]*  
15.07.20

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Sagar Rane** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2022** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 59,740/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**  
In the presence of

1. Avinash Bhosale

Director, AIT

2.

D.S. Sawant

(Mr. Sagar Rane)



Date: 08 June 2015

To,

The Director  
Army Institute of Technology,  
Dighi Hills, Pune - 411015.

**Sub: Joining Report**

Ref: Contractual Appointment for the post of Assistant Professor  
(computer Engineering)

Sir,

With reference to the contractual appointment, I hereby join the duties as  
Assistant Professor w.e.f. 08 June 2015 accordingly.  
(computer Engineering)


I have read the rules and regulations contained in AWES Rules and Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as amended) and will abide by the same.

I agree and accept all the terms and conditions mentioned in the contractual appointment and AWES Rules and undertake to abide the same.

Thanking you,



Yours Sincerely,

()  
( Parik Jagat Ramesh )

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 05 JUL 2017

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Anant Kaulage,**

Age: 33, Occupation: Service

Address: Holkarwadi, Tal -Haveli, Pune.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **06 Jul 2017 to 30 Apr 2018**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  


**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Anant Kaulage** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2018** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 42,400/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Dinesh Pitambure [Signature]

[Signature]  
Director, AIT

2. Truphi Katte [Signature]

[Signature]  
(Mr. Anant Kaulage)

**Copy to :** Account Section AIT.  
Personal file.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 08 JUN 2018

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Anant Kaulage,**

Age: 34, Occupation: Service

Address: Holkarwadi, Tal -Haveli, Pune.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **11 Jun 2018 to 30 Apr 2019**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
*[Signature]*  
A. N. Kaulage  
12/6/18

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 08 JUN 2018

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Anant Kaulage,**

Age: 34, Occupation: Service

Address: Holkarwadi, Tal -Haveli, Pune.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **11 Jun 2018 to 30 Apr 2019**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
*[Signature]*  
A. N. Kaulage  
12/6/18

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**


1. **Mr. Anant Kaulage** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2019** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 43,672/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

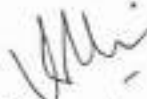
In the presence of

1. P. D. Hore



2.

V. R. Pardeshi



  
Director, AIT

  
(Mr. Anant Kaulage)

**Copy to :** Account Section AIT.  
Personal file.



**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 27 MAY 2019

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Anant Kaulage,**

Age: 35, Occupation: Service

Address: Holkarwadi, Tal -Haveli, Pune.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period 11 Jun 2019 to 30 Apr 2021, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  


**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Anant Kaulage** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2021** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 55,500/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, ~~that employee has read the rules and regulations contained in~~ AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. You will be entitled for vacation during your period of this appointment as follows :
  - a) Summer vacation 2020 - 30 days
  - b) Winter vacation 2020 - 20 days
12. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
13. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
14. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
15. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
16. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. *Hukla*  
Hukla K-1

2. *G.M.R.*  
D.V. More

*[Signature]*  
Director, AIT

*[Signature]*  
(Mr. Anant Kaulage)

**Copy to :** Account Section AIT.  
Personal file.

11

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**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 05 JUL 2021

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**,

AND

**Mr. Anant Kaulage,**

Age: 37, Occupation: Service

Address: Holkarwadi, Tal -Haveli, Pune

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **01 Jul 2021 to 31 May 2023**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
  
9/7/21

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Anant Kaulage** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2023** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 58,880/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. You will be entitled for vacation during your period of this appointment as follows :
 

a) Winter Vacation 2021	-	10 days
b) Summer vacation 2022	-	22 days
c) Winter vacation 2022	-	10 days
12. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
13. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
14. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
15. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
16. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**  
 In the presence of

1. Kuldeep A. Hale *Kuldeep A. Hale*

2. Mr. Ravindra Desai - Chair *Mr. Ravindra Desai*

*[Signature]*  
 Director, AIT

*[Signature]*  
 (Mr. Anant Kaulage)


**Copy to :** Account Section AIT.  
 Personal file.

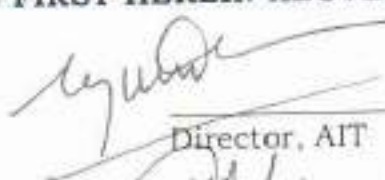
8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. You will be entitled for vacation during your period of this appointment as follows :
 


a) Winter Vacation 2021	-	10 days
b) Summer vacation 2022	-	22 days
c) Winter vacation 2022	-	10 days
12. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
13. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
14. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
15. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
16. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Kuldeep A Hite 

  
Director, AIT

2. Mr. Ravindra Desai - Sanj 

  
(Mr. Anant Kaulage)

**Copy to :** Account Section AIT.  
Personal file.

Date: 06/07/2017

To,

The Director  
Army Institute of Technology,  
Dighi Hills, Pune - 411015.

**Sub: Joining Report**

Ref: Contractual Appointment for the post of Asst. Professor.

Sir,

With reference to the contractual appointment, I hereby join the duties as Assistance Professor w.e.f. 06/07/2017 accordingly.

I have read the rules and regulations contained in AWES Rules and Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as amended) and will abide by the same.


I agree and accept all the terms and conditions mentioned in the contractual appointment and AWES Rules and undertake to abide the same.

Thanking you,

  
Yours Sincerely,

( Anant. Nagesh Kaulage. )



  
Principal  
Army Institute of Technology  
Dighi Hills, Pune - 411015



**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 27 MAY 2019

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Kuldeep Hule,**  
Age: 29, Occupation: Service  
Address: Dighi, Pune - 15

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **11 Jun 2019 to 10 May 2020**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

*Rajiv Hule*

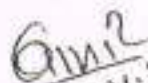
**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Kuldeep Hule** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **10 May 2020** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 54,000/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.


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10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1.   
D.V. More

  
\_\_\_\_\_  
Director, AIT

2.   
P.D. More

  
\_\_\_\_\_  
(Mr. Kuldeep Hule)

**Copy to :** Account Section AIT.  
Personal file.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 05 JUL 2021

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**,

AND

**Mr. Kuldeep Hule,**

Age: 31, Occupation: Service

Address: Dighi, Pune - 15

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **01 Jul 2021 to 31 May 2023**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
Hule

1715

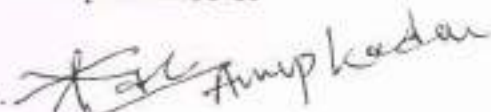

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**



1. **Mr. Kuldeep Hule** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2023** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 57,289/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. You will be entitled for vacation during your period of this appointment as follows :
  - a) Winter Vacation 2021 - 10 days
  - b) Summer vacation 2022 - 22 days
  - c) Winter vacation 2022 - 10 days
12. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
13. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
14. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
15. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
16. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1.  Anup Kadar
2.  Asha P. Salky  
9/7/2021

  
Director, AIT  
  
(Mr. Kuldeep Hule)

**Copy to** : Account Section AIT.  
Personal file.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 30 JUN 2020

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Kuldeep Hule,**

Age: 30, Occupation: Service

Address: Dighi, Pune - 15

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **01 Jul 2020 to 31 May 2021**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Kuldeep Hule** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2021** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 55,620/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.



8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. PR Sonawane *RSC* Director, AIT

2. Yogita Hambir *YHambir* (Mr. Kuldeep Hule)

**Copy to :** Account Section AIT.  
Personal file.

Date: 19/06/2018

To,  
The Director  
Army Institute of Technology,  
Dighi Hills, Pune - 411015.

**Sub: Joining Report**

Ref: Contractual Appointment for the post of Assistant Professor (Comp)

Sir,

With reference to the contractual appointment, I hereby join the duties as Asst. Prof w.e.f. 19/06/18 accordingly.

I have read the rules and regulations contained in AWES Rules and Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as amended) and will abide by the same.

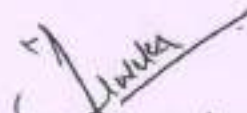
I agree and accept all the terms and conditions mentioned in the contractual appointment and AWES Rules and undertake to abide the same.

Thanking you,

Yours Sincerely,

- Yes, He joins duty on 19.6.18

- Necessary land assigned  
G. S. S. S.

  
(Mr. K.A. Hule)



  
KH

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 06 JUN 2017

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Shubhada Bhalerao,**

Age: 24, Occupation: Service.

Address: Tal - Sangamner, Dist - Ahmednagar.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **15 Jun 2017 to 30 Apr 2018**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
Shubhada  
13/6/17

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Ms. Shubhada Bhalerao** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2018** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 40,000/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.

9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Devendra V. More  
AIIR

2. Sachin Sachin B. Chaug

Copy to : Account Section AIT.  
Personal file.

  
Director, AIT

Shubhada  
13/6/17  
(Ms. Shubhada Bhalerao)

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**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 08 JUN 2018

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Shubhada Bhalerao,**

Age: 25, Occupation: Service,

Address: Tal - Sangamner, Dist - Ahmednagar.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **11 Jun 2018 to 30 Apr 2019;** AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
Shubhada  
12/06/19


**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

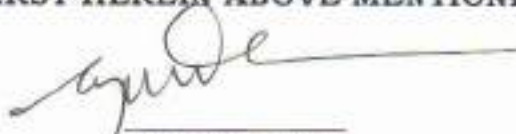
1. **Ms. Shubhada Bhalerao** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2019** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 41,200/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.


8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

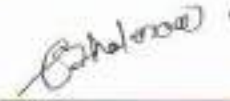
**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Dr N K Bhasde 

  
Director, AIT

2. Yogita Hambir 

  
(Ms. Shubhada Bhalerao)

Copy to : Account Section AIT.  
Personal file.



**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 27 MAY 2019

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Shubhada Bhalerao,**

Age: 26, Occupation: Service.

Address: Tal - Sangamner, Dist - Ahmednagar.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **11 Jun 2019 to 10 May 2020**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Ms. Shubhada Bhalerao** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **10 May 2020** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 55,500/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Rahul Kadam *Rahul*

2. Sachin B. Ghag *S.B. Ghag*

Copy to : Account Section AIT.  
Personal file.

*[Signature]*  
Director, AIT

*[Signature]*  
19/05/1  
(Ms. Shubhada Bhalerao)

Received  
*[Signature]*

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 30 JUN 2020

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Shubhada Bhalerao,**

Age: 27, Occupation: Service.

Address: Tal - Sangamner, Dist - Ahmednagar.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period **01 Jul 2020 to 31 May 2021**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Ms. Shubhada Bhalerao** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2021** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 57,165/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Prof. S. Yadav *Sy*

*G. K. ...*  
Director, AIT

Received  
*Bhalerao*

2. Mr. Ravindra Desai - *Desai*

*Bhalerao*  
(Ms. Shubhada Bhalerao)

**Copy to :** Account Section AIT.  
Personal file.

Date: 11/6/2017

To,

The Director  
Army Institute of Technology,  
Dighi Hills,  
Pune - 411015.

**Sub: Joining Report**

Ref: Contractual Appointment for the post of Assistant Professor

Sir,

With reference to the contractual appointment, I hereby join the duties as Assistant Professor (Comp) w.e.f. 11/6/2017 accordingly.

I have read the rules and regulations contained in AWES Rules and Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as amended) and will abide by the same.

I agree and accept all the terms and conditions mentioned in the contractual appointment and AWES Rules and undertake to abide the same.

Thanking you,

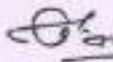
Yours Sincerely,



(Ms. S.B. Blatore)



\* R \* Necessary load is assigned.

  
12.06.17.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 19 JUN 2017

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Trupti Katte,**

Age: 25, Occupation: Service,  
Address: Indrayani Nagar, Pune.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Computer Engineering Department maintained by it for the period 21 Jun 2017 to 30 Apr 2018, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
T.B.K.  
24/6/17



**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Ms. Trupti Katta** hereby agrees to perform the work relating to the teaching in Computer Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Computer)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2018** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 41,200/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Dinesh P. Pitambare *T.Pitambare*  
291617

*[Signature]*  
\_\_\_\_\_  
Director, AIT

2. Shole Poonam B *[Signature]*

*[Circular Stamp]*  
*T.K.K.*  
\_\_\_\_\_  
(Ms. Trupti Katte)

**Copy to :** Account Section AIT.  
Personal file.

Date: 21 Jan 2017

To,

The Director  
Army Institute of Technology,  
Dighi Hills, Pune - 411015.

**Sub: Joining Report**

**Ref: Contractual Appointment for the post of ASSISTANT PROFESSOR**

Sir,

With reference to the contractual appointment, I hereby join the duties as ASSISTANT PROFESSOR w.e.f. 21 Jan 2017 accordingly.

I have read the rules and regulations contained in AWES Rules and Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as amended) and will abide by the same.

I agree and accept all the terms and conditions mentioned in the contractual appointment and AWES Rules and undertake to abide the same.

Thanking you,

Yours Sincerely,



T.K.K.  
(TRUPTI KATTE)

**ARMY INSTITUTE OF TECHNOLOGY**  
**DIGHI HILLS PUNE- 411 015**

**APPOINTMENT ORDER**  
(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 12. Jun 2017

To,

**Dr. Sansgiri Sanjiv Manohar**

**SUB: APPOINTMENT TO THE POST OF PROFESSOR & HEAD IN**  
**MECHANICAL ENGINEERING DEPARTMENT**

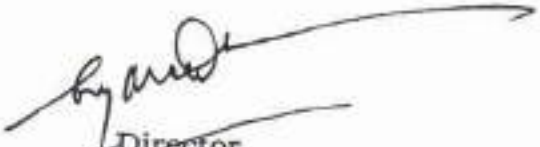
Sir,

With reference to your application and subsequent interview on 21 Apr 2017, I am pleased to inform you that you are hereby appointed as Professor & Head of Mechanical Engineering in this Institute on Management Appointment for a period of three years with effect from **15 Jun 2017 to 31 May 2020**. Your appointment is subject to the following terms and conditions:-

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances, Rules and Regulations laid down by the Savitribai Phule Pune University and the Management of the Institute (AWES, New Delhi) from time to time.
2. You will be paid Pay in Pay Band (PPB) of **Rs. 52,000/-** per month in the scale of **37400 - 67000**. You will also be entitled to Academic Grade Pay (AGP) of **Rs. 10000/-** and Dearness Allowance & House Rent Allowance as approved by the college management.
3. You will be on probation for a period of one year from the date of joining this Institute.
4. You will have to work as Chief Rector of Boys Hostels, in addition to your normal duties.
5. Your this appointment will continue subject to the confirmation of your approval by the Savitribai Phule Pune University.
6. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
7. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

8. In case you accept the appointment, you shall have to execute a Deed of Contract of Service in prescribed format attached herewith before joining the duties.
9. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
10. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the Institution.
11. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated immediately. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged by you.
12. You will not conduct or engage yourself in any private tuitions or private coaching classes.
13. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
14. Your services are transferable to any other Institutions run by the Management.
15. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay in lieu of notice. Till the time approval of your appointment is not received from the University, your services can be terminated on forthwith basis without assigning any reasons.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by the management.
17. If you are found absent continuously for more than thirty days without permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/ Institute/Students.

18. You shall be entitled for **8** days Casual Leave & **6** days Medical Leave during the period of your probation. On successful completion of probation period, you shall be entitled for **8** days Casual Leave, **6** days Medical Leave per year and vacation of 50 days per year.
19. You have to communicate your acceptance of this Appointment Order to the Management/Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

- Copy To:
1. - Secretary Management Committee, AIT
  2. Account Section
  3. Establishment Section - 2 Copies including one for personnel file.

Received  
Sanjiv M Sanjayini  
July 03, 2017

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Appointment Order  
(Teaching)**

AIT/0234/TAppt/Coord

Date: 03 July 2020

Dr. Sanjiv Manohar Sansgiri

The undersigned is pleased to inform you that you are hereby appointed as **Professor & Head of Mechanical Engineering Department** with effect from **03 Jul 2020 to 30 Jun 2021** for the **Academic Year 2020-2021**.

You will be paid:

1. A Basic Pay of Rs. 57,760/- with an AGP of Rs. 10,000/- pm. in the scale of 37400-67000/-.
2. Dearness Allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.
3. Your appointment is subject to the following conditions: -
  - (a) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
  - (b) Your services may be terminated at any time by the Management by giving one months notice or one months pay (basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
  - (c) If for some reason you decide to leave this job, you must give one months notice or one month's pay (basic Pay) in lieu of it.
  - (d) You will have to undergo at your own expense medical examination by the medical officer of this institute or a reputed and qualified civil doctor as approved by this institution within three months of this appointment. This appointment is provisional pending submission of medical certificate by you stating that you are free from any contagious disease and that you are physically fit for employment with Army Institute of Technology.
  - (e) You should submit the original as well as true copies of passing certificates mark sheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

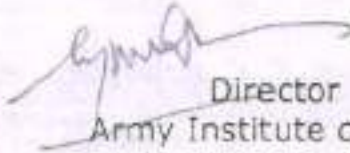
(f) You shall be entitled for **08** days Casual Leave & **06** days Medical Leave and PL of **12** days for the said period.

(g) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(h) In case you are accepting this appointment, you shall have to submit the discharge certificate from your present employer if any, and will have to give an undertaking agreement in the prescribed form (enclosed) in duplicate before joining the duties.

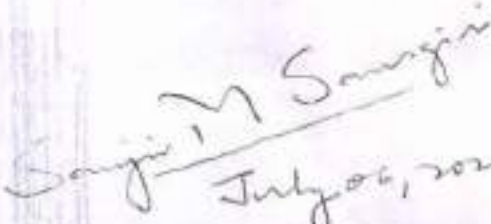
(j) If your acceptance is not received within 07 days from receipt of this order, your appointment is liable to be cancelled / withdrawn.



  
Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

- Copy To:
1. Secretary Management Committee, AIT
  2. Account Section
  3. Establishment Section - 2 Copies including one for personnel file.

  
July 04, 2020



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Appointment Order  
(Teaching)**

AIT/0234/TAppt/Coord

Date: 05 July 2021

Dr. Sanjiv Manohar Sansgiri

The undersigned is pleased to inform you that you are hereby appointed as **Professor & Head of Mechanical Engineering Department** with effect from **10 Jul 2021 to 30 Jun 2022 for the Academic Year 2021-2022.**

You will be paid:

1. A Basic Pay of Rs. 59,800/- with an AGP of Rs. 10,000/- pm. in the scale of 37400-67000/-.

2. Dearness Allowance, House Rent Allowance ~~add such~~ other allowances as prescribed by the Army Welfare Education Society

3. Your appointment is subject to the following conditions: -

(a) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.

(b) Your services may be terminated at any time by the Management by giving one months notice or one months pay (basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.

(c) If for some reason you decide to leave this job, you must give one months notice or one month's pay (basic Pay) in lieu of it.

(d) You will have to undergo at your own expense medical examination by the medical officer of this institute or a reputed and qualified civil doctor as approved by this institution within three months of this appointment. This appointment is provisional pending submission of medical certificate by you stating that you are free from any contagious disease and that you are physically fit for employment with Army Institute of Technology.

(e) You should submit the original as well as true copies of passing certificates mark sheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.


(f) You shall be entitled for **08** days Casual Leave & **06** days Medical Leave and PL of **12** days for the said period.

(g) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(h) In case you are accepting this appointment, you shall have to submit the discharge certificate from your present employer if any, and will have to give an undertaking agreement in the prescribed form (enclosed) in duplicate before joining the duties.

(j) If your acceptance is not received within 07 days from receipt of this order, your appointment is liable to be cancelled / withdrawn.



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015  
Dighi Hills, Pune - 411015.

- Copy To:
1. Secretary Management Committee, AIT
  2. Account Section
  3. Establishment Section - 2 Copies including one for personnel file.

Date: July 03, 2017

To,

The Director  
Army Institute of Technology,  
Dighi Hills, Pune - 411015.

**Sub: Joining Report**

**Ref: Contractual Appointment for the post of Professor and  
HOD, Mechanical Engineering, AIT**

Sir,

With reference to the contractual appointment, I hereby join the duties as Professor and HOD, Mechanical Engineering w.e.f. July 03, 2017 accordingly.

I have read the rules and regulations contained in AWES Rules and Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as amended) and will abide by the same.

I agree and accept all the terms and conditions mentioned in the contractual appointment and AWES Rules and undertake to abide the same.

Thanking you,

Yours Sincerely,

Sanjiv M Sansgiri

Dr Sanjiv M Sansgiri



Hil  
Principal  
Army Institute of Technology  
Dighi Hills, Pune - 411015

Army Institute of Technology

Pune-411015.

Inward No

982

Date

24/12/96

24/12/96

FROM:-

Mr. R. B. PATIL

PB4-4/301, AJMERA HOUSING COMPLEX,

PIMPRI, PUNE-411018.

TO,

The Director,

Army Institute of Technology,

Dighi Hills, Pune-411015.

SUB:- Acceptance of the appointment to the post of  
'Asstt. Professor in mechanical Engg' in your institute.

REF:- Your appointment letter No. AIT/Adm/0032  
/T.S dated 18/12/96 received on 20/12/96

Respected Sir,

In response to your above said letter,

I am ~~am~~ accepting your offer with great pleasure.

I have already given one month's notice  
to my existing institute; where I will be

relieved from the service on 22/1/97. Hence I

will join my duties in your institute on 23/1/97.

Thanking you,

Yours faithfully,

*CR. B. PATIL*

CR. B. PATIL

SUBMITTED THROUGH:-

The Principal,

Army Institute of Technology,

Dighi Hills, Pune-411015.





AFFOINMENT ORDER

Ref No. AIT/Adm/0032/T.S.

Date : 18 Dec 96

To,

Mr R B Patil  
Pune

Sub : Appointment to the post of Asst Professor in  
Mechanical Engg (Subject)

Sir,

In response to our advertisement dated 15 Oct 96 you had applied for the post of Asst Professor in Mechanical Engg. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in Army Institute of Technology College/Institute at Dighi Hills, Pune - 411 015 in the scale of Rs. 3700-5700 with effect from 1 Jan 1997. Your appointment is subject to the following terms and conditions :

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune and State Government from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is ~~purely~~ temporary for a period of \_\_\_\_\_ i.e. from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Recd  
887741  
20/12/96

NOV 1

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

(3) (i) You will be paid basic pay of Rs. 4200/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education/Director of Medical Education & Research/Director of Higher Education as the case may be.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil / Ph.D., M.D. /M.S., M.E. etc.) as prescribed by the University/State Govt or the Central Councils concerned within the \_\_\_\_\_ period.

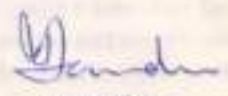
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.



6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the Statutes at the time of joining the duties.
8. You will be allowed to join the duties on producing of —
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of the them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than six months.

15. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
16. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 23 Jun 06

To,

Mr Awasarmol Umesh V

SUB: APPOINTMENT TO THE POST OF  
'ASSISTANT PROFESSOR' IN MECHANICAL ENGINEERING

Sir,

In response to our advertisement dated 13 Apr 2006, you had applied for the post of Assistant Professor in Mechanical Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 12000-420-18300 with effect from 01 July 2006. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is ~~purely~~ temporary for a period from \_\_\_\_\_ to \_\_\_\_\_

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(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_

(d) The post is reserved for SC since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 12,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, ~~House~~ Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications Ph. D. (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

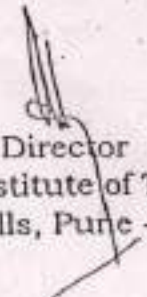
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.

15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

(a) Family Doctor: 2 Cash  
(b) Team Instructors: 2 Cash

24 Jan 2017

AIT/0234/ Tappt/Coord

Dr. U.V. Awasarmol

This is to inform you that, on successful completion of your PhD in Sept 2016, you are hereby promoted as Associate Professor in Mechanical Engineering department wef 01 Oct 2016.

You will be entitled for the pay scale of 37400-67000 with Rs. 9000/- AGP.



M.  
24/1/17  
(Dr. SK Lahiri)  
Brig (Retd)  
Director, AIT

Director  
Army Institute of Technology  
High Hills Pune 411015.

Received on 24/01/2017

07c

Tele: 27157534/2101  
Website: [www.aitpune.com](http://www.aitpune.com)  
Email - [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)



Army Institute of Technology  
Alandi Road, Dighi Hills  
Pune - 411 015

AIT/0234/TAppt/Coord/ 22932

17 Oct 2019

To,  
Dr. U.V. Awasarmol,

This is to inform you that with reference to your interview conducted by the University Selection Committee on 27 Apr 2019 for the post of Professor in Mechanical Engineering under Career Advancement Scheme (CAS), you have been promoted as Professor in Mechanical Engineering dept. w.e.f 01 Oct 2019, as per directions of Savitribai Phule Pune University.

You will be paid basic Pay of Rs. 41,720/- and Academic Grade Pay (AGP) of Rs. 10,000/- w.e.f 01 Oct 2019.

All other terms and conditions in your previous appointment order dt. 23 Jun 2006 would remain same.

Please accept and acknowledge.

(Abhay A Bhat)  
Brig (Rtd)  
Director, AIT  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015.



**Copy to:-**

HOD (Mechanical)  
Accounts Section

Received

U.V. Awasarmol  
18/10/2019

AIT/Adm/0032/T.S

Date 3 May 2011

To,

Prof R S Verma,

1. Ref. AWES letter No B/45806/Pay/AWES dt 28 April 2011.
2. Management is pleased to inform you that, as you were approved Asst Prof on or before 1<sup>st</sup> Jan 2006, you are hereby redesignated as Associate Professor in Mechanical dept in the pay band 37400- 67100 with a AGP of Rs 9,000/- w.e.f 1<sup>st</sup> July 2009 i.e the date of implementation of Revised pay scale.
3. However you are advised to complete PhD as required for the post of Associate Prof, within the stipulated period mentioned in your approval letter of the University of Pune.

*Prof R S Verma*  
25-1-2013

*Lahiri*

(S K Lahiri)  
Brig (Retd)  
Director AIT

Army Institute of Technology  
Dighi Hills, Pune 411013

ARMY INSTITUTE OF TECHNOLOGY  
Dighi Hills, Pune - 411 015

ORDER OF APPOINTMENT  
(TEACHING)

No. AIT/Adm/0016

Date: 16 Mar 95

To,

Shri/Smt Verma Ramshiroant Ram Pratap  
V I T  
666 Upper Indira Nagar  
Bibwewadi  
Pune - 411 037

SUB : APPOINTMENT TO THE POST OF 'Asst Professor'

1. With reference to your application dated 23 Nov 94 and subsequent interview on 28 Feb 95 before the Selection Committee for the post of Asst Professor in Mech Engg the undersigned is pleased to inform you that you are hereby appointed as Asst Professor in Mech Engg in ARMY INSTITUTE OF TECHNOLOGY with effect from 01 May 95.
2. You will be paid basic salary of Rs. 3700/- per month in the scale of Rs. 3700-125-4950-150-5700 and other allowances at the rate prescribed by the State Government.
3. Your appointment is subject to the following conditions that :
  - (a) The appointment and pay etc. are approved by the University concerned/Director of the Technical Education/Director of Higher Education/Dy. Director of Education, as the case may be.
  - (b) You should submit the original as well as the true copies of passing certificates, discharge/relieving certificate from present employer if any, L.P. Certificate before joining.
  - (c) You should submit the original as well as true copies of SC/ST/DT/NT/OBC certificate before joining. In case of OBC category, you should also submit the Non Creamy layer certificate.
4. Please note that :
  - (a) Condition of Appointment :
    - (i) Your appointment is on probation for two years.

Cont'd on ...2/-



Or  
(ii) Your appointment is purely temporary from \_\_\_\_\_ to \_\_\_\_\_

Or  
(iii) Your appointment is for the academic year \_\_\_\_\_

Or  
(iv) Your appointment is in the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_

Or  
(v) Purely temporary for academic year \_\_\_\_\_ against the vacancy reserved for SC/ST/DT/NT/OBC candidates.

- (b) After completion of one year out of probation period of two years you will be entitled to annual increment subjected to your satisfactory performance, good conduct and a report thereof from the concerned superior officer.
- (c) Your appointment on probation shall not be deemed as confirmed unless you are issued with an order of confirmation at the end of your probation.
- (d) Your services will be governed by the rules and regulations of the University of Pune, State Government and Army Welfare Education Society.
- (e) Your service may be terminated at any time by giving one month's notice or one month's pay in lieu of the notice on either side.
- (f) If for some reason you decide to leave this job, you must give one full month's notice in writing or surrender one month's pay in lieu of it.
- (g) You will not be allowed to run any business/or take up any profession or employment, part time or full time in your name or the names of your relations.
- (h) You should acquire the qualifications (Ph.D./M.Phil./M.E. as the case may be laid down by the University or State Government within the prescribed period.
- (j) You will have to execute a Deed of Agreement of Service on Non Judicial stamp paper worth Rs. 20/-, to the effect that you will serve in Army Institute of Technology for the period of your appointment in accordance with the service conditions for the employment in the Institution.
- (k) You will have to undergo at your expense medical examination by a qualified civil doctor within three months of the appointment. The appointment will be provisional, pending production of medical certificate that you are free from any contagious disease and that you are physically fit for employment with Army Institute of Technology.
- (l) In case you are involved in unlawful activities or are found irregular and negligent, your appointment will be terminated without any notice.
- (m) The temporary employment shall not entitle you to have claim or preference for permanent employment in this institute.
- (n) In case you are accepting the appointment, you shall have to give an undertaking in the prescribed form (enclosed) before joining the duties.

15 Apr 75 - *SPM*

(o) If your acceptance is not received by ~~31 Mar 75~~ your appointment is liable to be canceled/withdrawn.

Yours Faithfully



*S. S. S.*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Encl : 1. Undertaking agreement in duplicate.

Copy to :

1. Account Section AIT
2. Establishment Section, AIT : 2 Copies including one for personal file.

Technology

Ram Shiromani Verma  
V I T  
666 Upper Indira Nagar  
Bibwewadi  
Pune - 411037

Dated : 01 May 95

To

The Principal  
Army Institute of Technology (AIT)  
Dighi Hills Pune - 411015

SUBJECT : JOINING REPORT

Respected Sir,

1. Please refer AIT's appointment order No AIT/Adm/0016 dt 16 Mar 95.
2. With reference to the above appointment order, I am joining my duty as an ASSISTANT PROFESSOR in Mech Engg Department in AIT on 01 May 95.
3. It is for kind information please.

Thanking you sir,



Yours faithfully,

*Ram Shiromani Verma*  
( Ram Shiromani Verma ) 01/05/95

*[Handwritten signature]*  
115

10

AFFOINMENT ORDER

Ref No. AIT/Adm/0032/T.S.

Date 31 Aug '93

To,

Mrs Deepa Zarpure

Sub : Appointment to the post of Asstt Prof. in  
Mech Engg (Subject)

Sir,

In response to our advertisement dated 30 Jun 93 you had applied for the post of Asstt Prof in Mech Engg. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in Army Institute of Technology College/Institute at Dighi Hills, Pune - 411 015 in the scale of Rs. 3700-5700 with effect from 31 Aug 93. Your appointment is subject to the following terms and conditions :

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune and State Government from time to time.
2. (a) You are appointed in clear vacancy on full-time/~~part-time~~ basis on probation for a period of 2 years(s) from the date of joining.  
(b) Your appointment is purely ~~temporary~~ for a period of \_\_\_\_\_ i.e. from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the ~~leave~~ vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.  
(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

Received

*Deepa*  
(Deepa Zarpure)

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_ You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 3825/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(iii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iv) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education/ Director of Medical Education & Research/Director of Higher Education as the case may be.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/ UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheet, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.



# Army Institute of Technology (AIT) Dighi Hills, Pune : 15

Director Ans/Fax 887758 Principal 887741 Exch 887612, 887534

Recognised by AICTE and affiliated to University of Pune Id No. PU / PN / Engg / 108 / (1994)

7. In case you accept the appointment you shall have to sign the D.O. of Contract of Service as prescribed in the Statute at the time of joining the duties.
8. You will be allowed to join the duties on production of  
(i) Ten passport size photographs,  
(ii) Discharge Certificate from the armed forces if you yourself had been a C.A. (Contracted) person,  
(iii) Discharge Certificate from previous employer if you are.
9. You shall undergo medical examination by the approval of Medical Officer or by the Civil Surgeon at the place of your joining within three months from the date of joining the duties. The report thereof shall be submitted and certified, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for duty as a member of the staff of the College/Institution.
10. You are required to give the current mailing address as well as you join the duties and any change in the address after a letter should be communicated to the Principal. The letter should be sent by Registered Post with Acknowledgement Receipt on the address given shall be deemed to have been received by you, signed by you.
11. You will not run or engage yourself in any private business or private coaching classes.
12. You will not engage yourself in any other job part time, full time, part-time or otherwise, during the continuance of your services without the permission of the competent authority concerned.
13. Your services are transferable to any other college/institution as may be decided by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice period in writing or by giving one month's notice period in case the contract is for a period less than six months.
15. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of any of the offences and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as per provisions of the Statute. During the period of your absence you shall not

directly or indirectly do such things which are against the interests of the Society/University/Institution/Students.



14. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of its Date of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 017

Prof Mrs Deepa Zanpure

Army Institute of Technology

Issued No ..... 199

Date: 01-05-1995

Date ..... 1/5-1995

To,  
The Principal,  
Army Institute of Technology,  
Dighi Hills, Pune 411015

Sub: Submission of joining report.

Respected Sir,

With reference to your letter of appointment  
(No. AIT/Adm/0016), I am joining my duties as a  
Lecturer in Mechanical Engineering with effect from  
today i.e. 01-05-1995.

Thanking You,

Yours Sincerely,

*Deepa*

[Prof Deepa A. Zanpure]



16/5



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 7157534/7157612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS/724

Date: 16 Jul 03

To,

Mr VR Kulkarni

SUB: APPOINTMENT TO THE POST OF  
WORKSHOP SUPERINTENDENT

Sir,

In response to our advertisement dated 22 May 2003, you had applied for the post of Workshop Superintendent. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 12000-420-18300 with effect from 01 Sept 2003. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ part-time basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_

Received  
W. Kulkarni  
- 04/08/03

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_. Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy, caused by \_\_\_\_\_. Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 12,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA ) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.

17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

V. R. Kulkarni

Lecturer in Metallurgy.

Dt. 21/03/96.

To

The Principal  
Army Institute of Technology  
Dighi Hills, PUNE.

Sub: Joining Report.

Sir,

W.r.t. my appointment order No AIT/Adm/0016,  
dated 15<sup>th</sup> Jan 1996, I hereby inform you that  
I am joining my duties at this Institute  
as lecturer in Metallurgy, today, i.e. Thursday  
21<sup>st</sup> March 1996, before noon.

Thanking you,

yours faithfully

V. R. Kulkarni

(V. R. Kulkarni).



Tele: 27157534 / 2101  
Website: [www.aitpune.com](http://www.aitpune.com)  
Email - [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)



Army Institute of Technology  
Alandi Road, Dighi Hills,  
Pune - 411 015

AIT/0234/TAppt/Coord

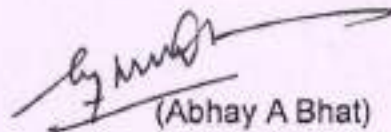
24 Dec 2019

To,

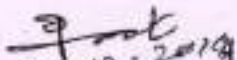
Dr. J.D. Patil,

Ref : Your application dated 23/10/2019

1. With reference to your letter referred above management is pleased to inform you that, you are hereby promoted as Associate Professor w.e.f. 01 Oct 2019 in the pay scale of 37400-67000 with AGP Rs. 9000/-.
2. Thus your pay in Oct 2019 would be Basic Pay Rs. 41,060/- with AGP 9000/-.  
Gross salary Rs. 1,42,170/-.
3. Please accept and acknowledge.

  
(Abhay A Bhat)  
Brig (Retd)  
Director, AIT

Recd.  
No agree with basic pay fixed.

  
24.12.2019

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 18 May 07

To,

Mr J D Patil


**SUB: APPOINTMENT TO THE POST OF 'ASSISTANT PROFESSOR' IN  
MECHANICAL ENGINEERING**

Sir,

I am pleased to inform you that the Management has appointed you on the post of Assistant Professor in Mechanical Engineering in this Institute in the scale of Rs. 12000-420-18300 with effect from 01 Jul 2007. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Army Welfare Education Society (AWES) and the Management from time to time.
2. You will be paid basic pay of Rs. 12,840/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time.
3. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
4. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
5. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.

6. You will not conduct or engage yourself in any private tuitions or private coaching classes.
7. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
8. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ).
9. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
10. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy To: 1. Account Section  
2. Personal file.

Received  
Fat  
21-05-07



From,

Patil Jitendra Dhondiram  
C/o S. R. More, More chal  
H.No-96, Shivajinagar  
Sanghvi Pune-27.

To  
The Principal  
A. I. T. Dighi Hills  
Pune - 15

Date:- 7.7.97.


Sub:- Joining report.

Ref:- Your letter no. AIT /Adm/0032 / T.S. dated 2<sup>nd</sup> Jul. 97.

Sir,

With reference to above letter I am joining my  
duties from today 7.7.97 as per the terms and  
conditions given in your letter.

Thanking you.

Yours faithfully  
  
(Patil J. D.)



Pse check last Salary Slip.  
before Issue.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 17 Jul 08

To,  
Mrs PM Purohit

SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
MECHANICAL ENGINEERING

Madam/~~Sir~~,

In response to our advertisement dated 01 May 2008, you had applied for the post of Lecturer in Mechanical Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

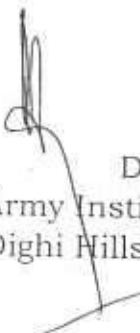
I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 21 July 2008. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

- (d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.
- (e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of Rs. 8,825/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.
4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications M. E. (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Pink  
(Received)  
18.07.08

From: Purohit Pritee Manoj

Date: 21 07 08

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AIIT/ADM/0032/TS  
Dated: 17.07.08 for the post of: Lecturer (Mechanical Deptt).

I hereby accept your appointment order and Join the duties from  
21.07.08 accordingly.

Thanking you,

Yours Sincerely,

*Purohit*

(Purohit pritee manoj)



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 23 Jun 06

To,

Mr Raviraj B Gurav

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
MECHANICAL ENGINEERING**

Sir,

In response to our advertisement dated 13 Apr 2006, you had applied for the post of Lecturer in Mechanical Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 01 July 2006. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full- time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is ~~is~~ purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

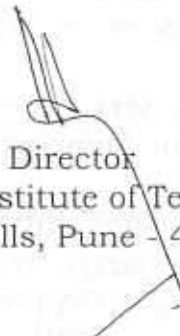
Received  
24/01/06

- (d) The post is reserved for OBC since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.
- (e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of Rs. 8,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.
4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications M. E. (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.



7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Date - 1-08-2025

To

The Principal,  
Army Institute of Technology,  
Dighi Hills, Pune

Sub :- Joining Report

Respected Sir,

I, Raviraj B. Gurav, accepted your offer as a lecturer in Mech. Engrg. Dept. I am joining from today, 1<sup>st</sup> August 2025, to AIT.

Thanking You,

Yours Sincerely,



(Mr. Raviraj Gurav)



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 23 Jun 06

To,

Mr Pankaj Dorlikar

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
MECHANICAL ENGINEERING**

Sir,

In response to our advertisement dated 13 Apr 2006, you had applied for the post of Lecturer in Mechanical Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 01 July 2006. Your appointment is subject to the following terms and conditions:

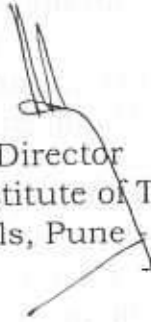
1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received  
23/06/2006

- (d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.
- (e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of Rs. 8,550/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.
4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

- July, 2006
7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
  8. You will be allowed to join the duties on production of -
    - (i) Two Passport size Photographs.
    - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
    - (iii) Discharge Certificate from previous employer (if any).
  9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
  10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
  11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
  12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
  13. Your services are transferable to any other college/institutions run by the Management.
  14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
  15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

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17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune 411 015

1<sup>st</sup> August, 2005

To,  
The Principal,  
Army Institute of Technology,  
Dighi Hills, Pune-411015

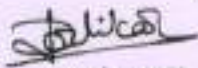
Subject: Joining Report

Respected sir,

I, Pankaj Dorlikar, accepted your offer as a Lecturer, in the Department of Mechanical Engineering. I am joining from today, 1<sup>st</sup> August, 2005, to the AIT.

Thanking you.

Sincerely,



11/8/2005

(Pankaj Dorlikar)





ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 23 Jun 06

To,

Mr Yogesh Patel

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
MECHANICAL ENGINEERING**

Sir,

In response to our advertisement dated 13 Apr 2006, you had applied for the post of Lecturer in Mechanical Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 01 July 2006. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full- time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received  
27/6/06

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,550/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.


(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Jogesh V. Patel.  
519 Shikarti Hsg. Society,  
Wakheswadi,  
Pune - Mumbai Rd,  
Pune - 411003.

Date: 1<sup>st</sup> Aug 2006.

To,

The Director,  
Army Institute of Technology,  
Pune - 15.

SUBJECT: JOINING REPORT.


Respected Sir,

I thank you for selecting me in your esteemed institute. I had given my acceptance on 30/6/2006, (to the Appointment order dated 23/6/06)

I am joining my duties from today, i.e., 1<sup>st</sup> Aug 2006 (FN).

I also assure you I shall put in hard, sincere & dedicated efforts into whatever job is assigned to me, and see to it that I meet your expectations.

Thanking you,

Yours sincerely,  
  
(Jogesh Patel).



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 17 Jul 08

To,  
Mr SM Gaikwad

SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
MECHANICAL ENGINEERING

~~Madam~~/Sir,

In response to our advertisement dated 01 May 2008, you had applied for the post of Lecturer in Mechanical Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 21 July 2008. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full- time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_

(d) The post is reserved for SC since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,550/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications M. E. (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.



16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

Received  
  
19/07/08

1  
From: Gaikwad Sanjay M.

Date: 21/07/08

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

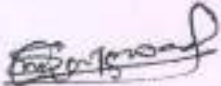
**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AIT/Adm/0032 MS  
Dated: 17/07/08 for the post of: Lecturer in Mechanical Engg.

I hereby accept your appointment order and Join the duties from  
21/07/08 accordingly.

Thanking you,

  
Yours Sincerely,  
21/07/08 S.M. Gaikwad



**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/A.S.

Date: 12 Aug 2009

To,

Mr. Anand Ramgude

Dear Sir,

1 It is hereby informed that, you are appointed as management appointment on adhoc basis as 'Lecturer -Mechanical Engineering Dept' for the period 17 Aug 2009 till 30 Jun 2010, on the following terms and conditions:

You will be paid:

- (a) A basic pay of Rs. 8000/- per month in the pay scale of Rs. 8000-275-13500.
- (b) You will be entitled for 7 casual, 7 Medical and 11 Privilege leaves for the said period.
- (c) You will not be entitled for any other leave, than mentioned above.
- (d) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
- (e) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
- (f) If for some reason you decide to leave this job, you must give one month's notice or one month's pay in lieu of it.
- (g) You should submit the original as well as true copies of passing certificates marksheet, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.



(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

(j) In addition to the duties presently assigned, you will perform all such duties assigned by the Management from time to time.



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy To: 1. Account Section  
2. Personal file.

From: RAMGUDE ANAND  
10/110 H.I.G,  
SANT TUKARAM NAGAR,  
PIMPRI PUNE

Date: 2/08/10

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AIT/Adm/0032/T  
Dated: 31/07/10 for the post of: LECTURER (MECHANICAL - DEP

I hereby accept your appointment order and Join the duties from  
2/08/10 accordingly.

Thanking you,

Yours Sincerely,

*Ramgude*

(RAMGUDE ANAND)



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**  
(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 24 Sep 2013

To,  
**Mr. Mahesh Phatangare**

**SUB: APPOINTMENT TO THE POST OF ASSISTANT PROFESSOR IN  
MECHANICAL DEPARTMENT**

Sir,

In response to our advertisement dated 17, 18 Jun 2013, you had applied for the post of **ASSISTANT PROFESSOR** in **MECHANICAL**. You were interviewed for the said post by the Selection Committee appointed by the University of Pune under Statute No. 415.

I am pleased to inform you that you are hereby appointed on the said post of **OBC** category in this Institute with effect from **16 Dec 2013**. Your appointment is subject to the following terms and conditions :-

1. You are appointed in clear vacancy for **OBC** category on full-time basis, on probation for a period of two years from the date of your joining this Institute.
2. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and Rules and Regulations laid down by the University of Pune, Government of Maharashtra and the Management of the Institute (AWES, New Delhi) from time to time.
3. You will be paid Pay in Pay Band (PPB) of **Rs. 15600/-** per month in the scale of **15600 - 39100**. You will also be entitled to the Academic Grade Pay (AGP) of **Rs. 6000/-** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time.
4. Your this appointment will continue subject to the confirmation of your approval by the University of Pune.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.



6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute a Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment as the staff of the Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated immediately. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged by you.
- ✓ 11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
- ✓ 12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
- ✓ 13. Your services are transferable to any other Institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay in lieu of notice. Till the time approval of your appointment is not received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

- ✓ 16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by the management.
17. As per the rules of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year's service with AIT.
- ✓ 19. If you are found absent continuously for more than thirty days without permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/Students.
20. You have to communicate your acceptance of this Appointment Order to the Management/Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



Yours faithfully

A handwritten signature in blue ink, appearing to read "M. Mohini", written over a horizontal line.

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015



Date: 02/12/2013

To,

The Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015

**Sub : Joining Report**

**Ref : Appointment Order No. AIT/0204/TAppt/Coord Dated 24 sept 2013**

Respected Sir,

With reference to the appointment order referred above, I hereby join the duties as Asst. Professor in Mechanical w.e.f. 02/12/2013 accordingly.

I agree and accept all the terms and conditions mentioned in above referred appointment order and I undertake to abide the same.

Thanking you,



Yours Sincerely,

*[Handwritten Signature]*

02/12/2013

(Mr. M. B. Phatangare)

(M.Tech (Mechanical))

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Agreement between the Employee and the Employer**  
**(Contractual)**

**AGREEMENT**

To,  
**Mr. Rajesh Godse,**

03 Jun 2014

An agreement is made on this **03<sup>rd</sup> day of June 2014**, between **Mr. Rajesh Godse** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor in Mechanical Engineering** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Assistant Professor in Mechanical Engineering** is for the period **05 Jun 2014 to 30 Apr 2015** and will automatically terminate on completion of the said tenure. She shall be paid a consolidated pay of **45,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to her case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.
2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

Received & Accepted.

R. Godse  
05/06/2014

3. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.

4. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 3 above.

5. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

6. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.

7. The Party No.1 will apply herself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom she shall be placed as faculty / employee in the Institute and she shall discharge all duties pertaining to that office and/or which are necessary to be done in his capacity as aforesaid and will make herself in all respects as useful as may be required of her. She shall always act in paramount interest of the institution.

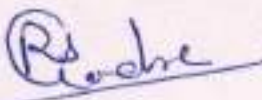
8. Duties of Party No.1 shall, include the usual duties of the post for which she is employed and any other suitable duty / duties, which the employer may call upon her to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. She shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

9. **Invalidity on Account of Incapacity.** If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

10. The Party No.1 shall be entitled for **7** Casual Leave & **6** Medical Leave for the said period.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



  
(Party No. 1)

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy to: Account Section,  
AIT. Personal file.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

Agreement between the Employee and the Employer  
(Contractual)

AGREEMENT

To,  
**Mr. Rajesh Godse,**

14 May 2015

An agreement is made on this 14<sup>th</sup> day of May 2015, between **Mr. Rajesh Godse** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as Assistant Professor in Mechanical Engineering as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as Assistant Professor in Mechanical Engineering is for the period 01 Jun 2015 to 15 Apr 2016 and will automatically terminate on completion of the said tenure. he shall be paid a consolidated pay of 47,000/- per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to his case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.

2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

Page to  
write

Received  
Rajesh Godse

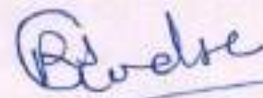
3. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.
4. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 3 above.
5. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.
6. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.
7. The Party No.1 will apply himself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom he shall be placed as faculty / employee in the Institute and he shall discharge all duties pertaining to that office and/or which are necessary to be done in his capacity as aforesaid and will make himself in all respects as useful as may be required of his, he shall always act in paramount interest of the institution.

8. Duties of Party No.1 shall, include the usual duties of the post for which he is employed and any other suitable duty / duties, which the employer may call upon him to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. he shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

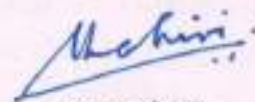
9. **Invalidity on Account of Incapacity.** If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

10. The Party No.1 shall be entitled for **7** Casual Leave, **6** Medical Leave and **11** days Privilege Leave for the said period.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



(Party No. 1)



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy to: Account Section,  
AIT. Personal file.

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Agreement between the Employee and the Employer**  
**(Contractual)**

**AGREEMENT**

To,  
**Mr. Rajesh Godse,**

30 May 2016

An agreement is made on this **30<sup>th</sup> day of May 2016**, between **Mr. Rajesh Godse** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor in Mechanical Engineering** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Assistant Professor in Mechanical Engineering** is for the period **01 Jun 2016 to 30 Apr 2017** and will automatically terminate on completion of the said tenure. He shall be paid a consolidated pay of **48,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to his case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.

2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.



3. Party No. 1 will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith).
4. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.
5. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 4 above.
6. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.
7. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.
8. The Party No.1 will apply himself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom he shall be placed as faculty / employee in the Institute and he shall discharge all duties pertaining to that office and/or

which are necessary to be done in his capacity as aforesaid and will make himself in all respects as useful as may be required of him. He shall always act in paramount interest of the institution.

9. Duties of Party No.1 shall, include the usual duties of the post for which he is employed and any other suitable duty / duties, which the employer may call upon him to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. He shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

10. **Invalidity on Account of Incapacity**. If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

11. The Party No.1 shall be entitled for **7** days Casual Leave & **5** days Medical Leave for the said period.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



*Rudra*

(Party No. 1)

*Mohini*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy to: Account Section, AIT  
Personal file.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 30 MAY 2017

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Rajesh Godse,**

Age: 45, Occupation: Service,

Address: Hadapsar, Pune - 411028.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Mechanical Engineering Department maintained by it for the period **15 Jun 2017 to 31 May 2020**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received  
@ dnc  
12012

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Rajesh Godse** hereby agrees to perform the work relating to the teaching in Mechanical Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Mechanical)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2020** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 49,464/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / term based assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Sandip H. Karande - *Sandip*

Director, AIT



2. Nishad V. Barathe *NV Barathe*

Copy to : Account Section AIT.

Personal file.

*Rajesh Godse*  
(Mr. Rajesh Godse)

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 22 JUN 2020

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Rajesh Godse,**

Age: 48, Occupation: Service,

Address: Hadapsar, Pune - 411028.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the Mechanical Engineering Department maintained by it for the period **01 Jul 2020 to 30 Jun 2022**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Rajesh Godse** hereby agrees to perform the work relating to the teaching in Mechanical Engineering Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Mechanical)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Jun 2022** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 61,285/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / term based assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in three equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. S.H. Karande (S.H. Karande)   
Director, AIT

2. Dr. Pitee Purshil   
  
  
(Mr. Rajesh Godse)

Copy to : Account Section AIT.



Date: 05/06/14.

To,

The Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015

Sub : Joining Report

Ref : Contractual Appointment for the post of Assistant Professor

Sir,

With reference to the contractual appointment, I hereby join the duties as Asst. Professor Mech w.e.f. 05/06/14 accordingly.

I agree and accept all the terms and conditions mentioned in the contractual appointment and I undertake to abide the same.

Thanking you,

emp no :- 1467  
DOB :- 20/6/72  
Blood :- O+ve

Yours Sincerely,

Rajesh S. Godse

(Rajesh S. Godse)



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 23 Jun 05

To,

Mr AM Gadade

**SUB: APPOINTMENT TO THE POST OF  
'LECTURER' IN MECHANICAL ENGINEERING**

Sir,

In response to our advertisement dated 18 Apr 2005, you had applied for the post of Lecturer in Mechanical Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 01 July 2005. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.
- (b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_

*Paulouly*  
08/05

(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

(d) The post is reserved for NT since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications ME (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the five years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

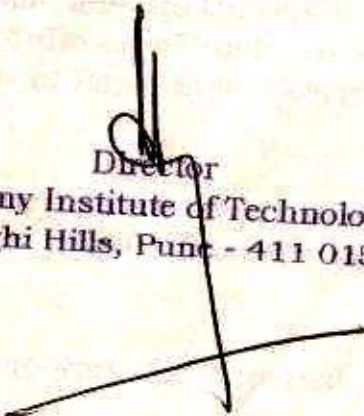
6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets,

experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA ) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employce on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.

- ARMY INSTITUTE OF TECHNOLOGY
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
  16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
  17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
  18. You are not entitled to vacation till you complete one year service with AIT.
  19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
  20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Date-01/07/05

To  
The Director,  
Army Institute of Technology,  
Pune-15.

sub:- Joining Report

Respected sir,

I Mr. A. M. Godade got selected as a Lecturer in Mechanical Engg. Department through the interviews conducted by a committee and on 21<sup>st</sup> of July 2005.

I am joining my duties on 1<sup>st</sup> July 2005 as mentioned in the appointment order.

Thanking you, sir.

Godade  
[A. M. Godade].

**Army Institute of Technology**  
**Dighi Hills, Pune - 411015**

AIT/0234/TAppt/Coord

01 Dec 2015

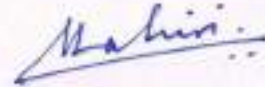
To,

Dr. (Mrs) Swati A Kulkarni

This is to inform you that the management is pleased to promote you as Associate Professor in ASGE Dept (Civil Engineering) w.e.f. 01 Dec 2015.

Your pay scale would be 37400-67000 with AGP of Rs 9,000/-. Your Basic Pay would be Rs. 37,400/-. All other conditions in your appointment order dated 31 July 2012 will remain the same.

This is for your information.



(Dr. SK Lahiri)  
Brig (Retd)  
Director, AIT

**Copy to:** Account Section, AIT.  
Personal file.



Received  
Swati

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 31 Jul 2012

To,

**MRS. SWATI KULKARNI**

**SUB: APPOINTMENT TO THE POST OF ASSISTANT PROFESSOR IN  
CIVIL ENGINEERING**

Sir,

In response to our advertisement dated 14 May 2012, you had applied for the post of **Assistant Professor in Civil Engineering**. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of **15600 - 39100** with effect from **01 Aug 2012**. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full- time/ ~~part-time~~ basis on probation for a period of two years from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.



(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of **Rs. 18980/-** per month in the scale indicated above. You will also be entitled to Annual Grade Pay of **Rs. 6000/-** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the \_\_\_\_\_ qualifications (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.

8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the

individual and AIT to be paid back on your leaving the institute after due clearances.

18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



*Mahin*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Director  
Army Institute of Technology  
Dighi Hills Pune-411015.

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 2) Jun 09

To,  
Mrs. Swati Kulkarni

**SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
CIVIL ENGINEERING**

Madam,

In response to our advertisement dated 09 April 2009, you had applied for the post of Lecturer in Civil Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 1 July 2009. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.

(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.

(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

118  
20/6/09  
Received

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,825/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.

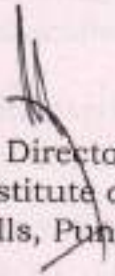
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.



  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Date: 11/8/2012

To,

The Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015

Sub : Joining Report

Ref : Appointment Order No. AIT/0234/TAppt/Coord Dated 31 Jul 2012.

Respected Sir,

With reference to the appointment order referred above, I hereby join the duties as Asst. Prof in Civil Enng w.e.f. 11/8/2012 accordingly.

I agree and accept all the terms and conditions mentioned in above referred appointment order and I undertake to abide the same.

Thanking you,



*[Signature]*  
Yours Sincerely,

Kulkarni Swati A



Tele: 7249250115/2101  
Website: [www.aitpune.com](http://www.aitpune.com)  
Email - [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)



Army Institute of Technology  
Alandi Road, Dighi Hills  
Pune - 411 015

AIT/0234/TAppt/Coord

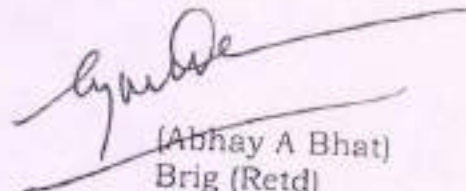
21 Oct 2020

To,  
Dr. Seema Tiwari,

This is to inform you that Management is pleased to promote you to the post of Associate Professor (Chemistry) in Applied Science and General Engineering department w.e.f. 01 Oct 2020.

Your salary would be in the pay scale of 37400-67000 and AGP Rs. 9,000/- from the said date.

This is for your information please.

  
(Abhay A Bhat)  
Brig (Retd)  
Director, AIT

**Copy to:-**

HOD (ASGE) *SPH*  
Accounts Section  
Personal file  
OS - k  
*27/10/20*



Received

*Al*  
27/10/2020

ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/0234/TAppt/Coord

Date: 31 Jul 2012

To,

**DR. MRS. SEEMA TIWARI**

**SUB: APPOINTMENT TO THE POST OF ASSISTANT PROFESSOR IN  
CHEMISTRY**

Sir,

In response to our advertisement dated 14 May 2012, you had applied for the post of **Assistant Professor** in **Chemistry**. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of **15600 - 39100** with effect from **01 Aug 2012**. Your appointment is subject to the following terms and conditions:

12. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ part-time basis on probation for a period of two years from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received  
11/12

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of two years from the date of joining.

(e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of **Rs. 21030/-** per month in the scale indicated above. You will also be entitled to Annual Grade Pay of **Rs. 7000/-** and Dearness Allowance & House Rent Allowance at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

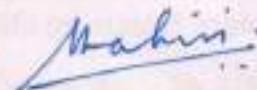
7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.

8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving one month's notice or one month's basic pay. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the

individual and AIT to be paid back on your leaving the institute after due clearances.

18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015  
Director  
Army Institute of Technology  
Dighi Hills Pune-411015.



**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/T.S.

Date: 24 Oct 2011

To,

Dr Mrs Seema Tiwari

Dear Madam,

It is hereby informed that, you are appointed as Management Appointment on adhoc basis as 'Lecturer in- Chemistry Department' for the period 01 Nov 2011 to 30 June 2012 on the following terms and conditions:

You will be paid:

- (a) Consolidated Pay of Rs. 34,000/- per month.
- (b) You will be entitled for 5 days Casual leave & 5 days Medical leave for the said period. In addition you will be entitled for 7 days Privilege leave during this tenure.
- (c) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
- (d) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
- (e) If for some reason you decide to leave this job, you must give one month's notice or one month's pay in lieu of it.
- (f) You should submit the original as well as true copies of passing certificates, Marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.
- (g) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.
- (h) You have to communicate your acceptance of this order to the Institution within seven days from the date of receiving this Order, failing which your appointment is liable to be cancelled.

*Received*  
*[Signature]*  
*21/10/11*

*[Signature]*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy To: 1. Account Section  
2. Personal file

OC.

**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/T.S.

Date: 25 Nov 2010

To,

Dr Mrs Seema Tiwari

Dear Madam,

It is hereby informed that, you are appointed as Management Appointment on adhoc basis as 'Lecturer in- Chemistry Department' for the period 08 Dec 2010 to 31 Oct 2011 on the following terms and conditions:

You will be paid:

- (a) Consolidated Pay of Rs. 26,700/- per month.
- (b) You will be entitled for 7 days Casual leave & 7 days Medical leave for the said period. In addition you will be entitled for 11 days Privilege leave during this tenure. This Privilege leave can be availed after April 2011 in your present tenure.
- (c) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.
- (d) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.
- (e) If for some reason you decide to leave this job, you must give one month's notice or one month's pay in lieu of it.
- (f) You should submit the original as well as true copies of passing certificates, Marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.
- (g) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.
- (h) You have to communicate your acceptance of this order to the Institution within seven days from the date of receiving this Order, failing which your appointment is liable to be cancelled.



Received  
Adm  
8/12/10

*Kahin*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Date- 06/08/12

To,

The Director  
Army Institute of Technology  
Dighi Hills Pune-411 015

Sub- Joining Report

Refer- Appointment order No- ATT/0234/TApp/16 dt 31 Jul 2012  
-cont-

Respected sir,

With reference to the appointment order referred above, I hereby join the duties as  
Asstt. Professor w.e.f. 01/08/12 accordingly.  
(Chemistry)

Thanking you,

Yours Sincerely,



(Dr. Seema Tiwari)





**APPOINTMENT ORDER**

(Teaching)

Ref No. AIT/Adm/2704/TS

Date 26/7/2000

To,

Ms. Mridula Chandola

**SUB: APPOINTMENT TO THE POST OF LECTURER IN PHYSICS.**

Madam,

In response to our advertisement dated 19 May 2000, you had applied for the post of Lecturer in Physics. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500, with effect from 16 August 2000. Your appointment is subject to the following terms and conditions:

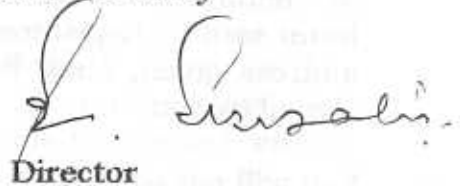
1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune and State Government and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is ~~purely~~ temporary for a period of \_\_\_\_\_ i.e. from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the ~~leave~~ vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.  
(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

- (e) The post is reserved for \_\_\_\_\_ Since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.
- (g) Your appointment is on part-time/clock hour basis only.
- (3) (i) You will be paid basic pay of Rs.8000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education/~~Director of Medical Education & Research/Director of Higher Education as the case may be.~~
4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- (b) You shall have to acquire the qualifications \_\_\_\_\_ (M.Phil/Ph.D., M.D./M.S., M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within the \_\_\_\_\_ period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/ Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/ Management.
13. Your services are transferable to any other college/institutions run by the Management.

14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (basic + DA ) in case of permanent employee and one month notice or one month pay (basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.
16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
18. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully



Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

From:

16 Aug 2000

Miss Mridula Chandola

F-34/3 Armament Colony

Ganeshkhind

Pune-411007.

To:

The Director

Army Institute of Technology

Dighi Hills

Pune-411015

Sir,

This is with reference to your letter number  
AIT/Adm/2704/TS dated Jul 2000. I ~~would~~  
~~like~~ am taking over the duties of the said  
post from 16 Aug 2000 (f.n.)

Thanking you

yours sincerely  
Chandola

(Ms M. Chandola)



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 27 Jun 09

To,  
Mr. Ashok Kumar Singh

SUB: APPOINTMENT TO THE POST OF 'LECTURER (SR.SCALE)' IN  
MATHEMATICS

Sir,

In response to our advertisement dated 09 April 2009, you had applied for the post of Lecturer (Sr.Scale) in Mathematics. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 10000-325-15200 with effect from 1 July 2009. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.
2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.  
(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.  
(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

  
30-6-09

(d) The post is reserved for \_\_\_\_\_ since you belong to the said category, you are appointed on full-time basis on probation for a period of \_\_\_\_\_ year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_. Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on part-time/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 11,950/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

(b) You shall have to acquire the qualifications \_\_\_\_\_ (~~M.Phil / Ph.D., M.D./M.S., M.E. etc.~~) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.

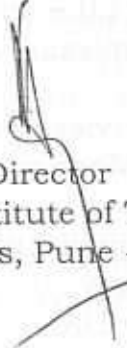
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.



16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

From: Ashok Kumar Singh.  
A-19 BRCHS Phase - II  
Dhanori  
Pune - 411015  
Date: 6 - Jul - 09

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AIT/Adm/0032/TS  
Dated: 27 Jun 09 for the post of: Lecturer (Sr Scale).

I hereby accept your appointment order and Join the duties from  
6-Jul-09 accordingly.

Thanking you,

  
Yours Sincerely,

( Ashok Kumar Singh )



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 27 Jun 09

To,  
Ms Anita C Suryawanshi

SUB: APPOINTMENT TO THE POST OF 'LECTURER' IN  
CIVIL ENGINEERING

Madam,

In response to our advertisement dated 09 April 2009, you had applied for the post of Lecturer in Civil Engineering. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No. 415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in this Institute in the scale of Rs. 8000-275-13500 with effect from 1 July 2009. Your appointment is subject to the following terms and conditions:

Your services will be governed by the Maharashtra University Act, 1994, Statutes, code of conduct, ordinances and rules and regulations laid down by the University of Pune, State Government, Army Welfare Education Society (AWES) and the Management from time to time.

2. (a) You are appointed in clear vacancy on full-time/ ~~part-time~~ basis on probation for a period of two years(s) from the date of joining.

(b) Your appointment is purely temporary for a period from \_\_\_\_\_ to \_\_\_\_\_.

(c) Your appointment is on the leave vacancy for the period from \_\_\_\_\_ to \_\_\_\_\_.

Received  
Anita C Suryawanshi

(d) The post is reserved for SC category since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.

(e) The post is reserved for \_\_\_\_\_, since you do not belong to the said category, you are appointed full-time on temporary basis against reserved post for a period of \_\_\_\_\_. You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by \_\_\_\_\_ Hence you are appointed full-time on purely temporary basis for a period of \_\_\_\_\_.

(g) Your appointment is on ~~part-time~~/clock hour basis only.

3. (i) You will be paid basic pay of Rs. 8,000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs. \_\_\_\_\_ per lecture/per hour.

(iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education.

4. (a) You shall have to qualify the NET and SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.

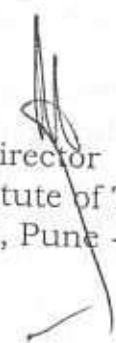
(b) You shall have to acquire the qualifications ME. (~~M.Phil / Ph.D., M.D./M.S.,~~ M.E. etc.) as prescribed by the University/State Govt. or the Central Councils concerned within five years period.

5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.

6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.

7. In case you accept the appointment, you shall have to execute Deed of Contract of Service as prescribed in the Statutes and on the prescribed format before joining the duties.
8. You will be allowed to join the duties on production of -
  - (i) Two Passport size Photographs.
  - (ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
  - (iii) Discharge Certificate from previous employer (if any).
9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/Institution.
10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge duly signed by you.
11. You will not conduct or engage yourself in any private tutions or private coaching classes.
12. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
13. Your services are transferable to any other college/institutions run by the Management.
14. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ) in case of permanent employee and one month notice or one month pay (Basic + DA) in case of employee on temporary /probation basis. Till the time approval of appointment is received from the University, your services can be terminated on forthwith basis without assigning any reasons.
15. You will serve the Institute for a minimum period of one academic year from the date of joining, failing which you will refund the pay drawn from the AIT.

16. You will stay in AIT campus in case authorised accommodation is made available to you and take on additional duties within campus as assigned by management.
17. As per the rule of AIT, all new appointees are required to deposit security equivalent to the period of notice i.e. one month during probation period and three months on confirmation. The amount will be deducted from your salary in 10 equal installments and subsequently kept in fixed deposit in the joint name of the individual and AIT to be paid back on your leaving the institute after due clearances.
18. You are not entitled to vacation till you complete one year service with AIT.
19. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
20. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

From: Miss. Anita C. Suryawanshi  
533/3045, Near PCM,  
S.T. Nagar Pimpri - 18

Date: 1<sup>st</sup> July 09

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No: - AIIT/Adm/0032/TS  
Dated: 27<sup>th</sup> June 09 for the post of: Lecturer in Civil

I hereby accept your appointment order and Join the duties from  
1<sup>st</sup> July 09 accordingly.

Thanking you,



Yours Sincerely,

*Suryawanshi*

(Miss. Anita C. Suryawanshi)



**ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS, PUNE - 411 015**

**Format of Appointment order  
(Teaching)**

Ref No.: AIT/Adm/0032/T.S.

Date: 11 Jan 2010  
11  
14.

To,

Mr. Ganesh Mundhe,

Dear Sir,

1 It is hereby informed that, you are appointed on adhoc basis as 'Lecturer- Mathematics' for the period 12 Jan 10 to 30 Nov 10 on the following terms and conditions:

You will be paid:

(a) A basic pay of Rs. 8000/- per month in the pay scale of Rs. 8000-275-13500.

(b) Dearness Allowance, City Compensatory allowance, House Rent Allowance and such other allowances as prescribed by the Army Welfare Education Society.

(c) You will be entitled for 7 casual, 7 Medical for the said period. In addition you will be entitled for 20 days vacation on completion of 10 months service in AIT.

(d) Your services will be governed by the rules and regulations of the Army Welfare Education Society and Army Institute of Technology, Pune.

(e) Your services may be terminated at any time by the Management by giving one month's notice or one month's pay (Basic + DA) in lieu of the notice. This termination could be on any account as decided by the Management who is not bound to assign any reasons for this termination.

(f) If for some reason you decide to leave this job, you must give one month's notice or one month's pay (Basic + DA) in lieu of it.

Sir,

Mr Mundhe has joined on 14 Jan 2010



(g) You should submit the original as well as true copies of passing certificates marksheets, experience certificate, discharge / relieving certificate, L.P. Certificates etc. before joining.

(h) In case you are involved in unlawful activities or are found irregular and negligent, your appointment shall be terminated without any notice.

*Hohire*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy To: 1. Account Section  
2. Personal file.

Received  
G. A. [Signature]

From: Ganesh Mundhe

Date: 4/7/11

To,  
The Director  
Army Institute of Technology  
Dighi Hills  
Pune- 411 015

**SUBJECT: JOINING REPORT**

Respected Sir,

This is with reference to your appointment order No:- AIT/0234/TAPP  
Dated: 30/6/11 for the post of: Asst prof in Maths / Coor.

I hereby accept your appointment order and Join the duties from  
4/7/11 accordingly.

Thanking you,

~~\_\_\_\_\_~~  
Yours Sincerely,

G. A. Mundhe

(Ganesh Mundhe)



ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Agreement between the Employee and the Employer**  
**(Contractual)**

**AGREEMENT**

To,  
**Mr. Vitthal D. Hivrale,**

02 Jul 2014

An agreement is made on this **02<sup>nd</sup> day of July 2014**, between **Mr. Vitthal D. Hivrale** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor in Mathematics** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Assistant Professor in Mathematics** is for the period **07 Jul 2014 to 31 May 2015** and will automatically terminate on completion of the said tenure. He shall be paid a consolidated pay of **33,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to his case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.

2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

Received

*Vitthal*  
7/7/2014

3. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.

4. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 3 above.

5. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

6. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.

7. The Party No.1 will apply himself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom he shall be placed as faculty / employee in the Institute and he shall discharge all duties pertaining to that office and/or which are necessary to be done in his capacity as aforesaid and will make himself in all respects as useful as may be required of his. He shall always act in paramount interest of the institution.

8. Duties of Party No.1 shall, include the usual duties of the post for which he is employed and any other suitable duty / duties, which the employer may call upon his to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. He shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

9. **Invalidity on Account of Incapacity.** If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

10. The Party No.1 shall be entitled for **7** Casual Leave, **6** Medical Leave and **11** days Privilege Leave for the said period.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



(Party No. 1)



Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy to: Account Section,  
AIT.Personal file.

Date: 7/7/2014

To,

The Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015

**Sub : Joining Report**

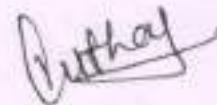
Ref : Contractual Appointment for the post of Asst Professor in Mathematics

Sir,

With reference to the contractual appointment, I hereby join the duties as Asst Professor in Mathematics w.e.f. 7/7/2014 accordingly.

I agree and accept all the terms and conditions mentioned in the contractual appointment and I undertake to abide the same.

Thanking you,



Yours Sincerely,  
Vitthal D. Hivale

( )

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

**Agreement between the Employee and the Employer**  
**(Contractual)**

**AGREEMENT**

To,  
Mr. Rushikesh Patil,

08 Oct 2013

An agreement is made on this **08<sup>th</sup> day of Oct 2013**, between **Mr. Rushikesh Patil** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Lecturer in ASGE (Civil) against Leave Vacancy** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows:-

1. That Party No.1's employment as contractual faculty as **Lecturer in ASGE (Civil) against Leave Vacancy** is for the period **08 Oct 2013 to 31 Mar 2014** and will automatically terminate on completion of the said tenure. He shall be paid a consolidated pay of **Rs. 30,000/-** per month(all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to his case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.

2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

*Received*

3. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.

4. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 3 above.

5. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

6. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.

7. The Party No.1 will apply himself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom he shall be placed as faculty / employee in the Institute and he shall discharge all duties pertaining to that office and/or which are necessary to be done in his capacity as aforesaid and will make himself in all respects as useful as may be required of his. He shall always act in paramount interest of the institution.



8. Duties of Party No.1 shall, include the usual duties of the post for which he is employed and any other suitable duty / duties, which the employer may call upon his to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. He shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

9. **Invalidity on Account of Incapacity**. If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

10. The Party No.1 shall be entitled for 04 casual leave & 05 medical leave for the said period.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



*[Handwritten signature]*

(Party No. 1)

*[Handwritten signature]*

Director

Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy to: Account Section,  
AIT.Personal file.



# Army Institute of Technology (AIT) Dighi Hills, Pune - 15.

Director Tele Fax 27157534 Principal 27157741 Exch 27157612, 27157534

Website :- [www.aitpune.com](http://www.aitpune.com)

Email :- [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)

Recognised by AICTE and affiliated to University of Pune Id No. PU/PN/Engg/108/(1994)

AIT/0234/TAppt/Coord

30 Apr 2014

To,

Mr, Rushikesh Patil

This is to inform you that your present appointment as Assistant Professor in Civil Department is extended **till 30 Jun 2014**.

All other terms and conditions will remain same as per your appointment order dated 08 Oct 2013.

Please inform in writing about your acceptance of this letter on receipt of the same.



(SK Lahiri)  
Brig (Retd)  
Director

**Copy to:**

Accounts Section  
Personal File

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

Agreement between the Employee and the Employer  
(Contractual)

AGREEMENT

To,  
**Mr. Rushikesh Patil,**

01 Apr 2016

An agreement is made on this **1st day of April 2016**, between **Mr. Rushikesh Patil** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor (Civil Engineering)** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows :-

1. That Party No.1's employment as contractual faculty as **Assistant Professor (Civil Engineering)** is for the period **01 Apr 2016 to 31 Mar 2019** and will automatically terminate on completion of the said tenure. He shall be paid a consolidated pay of **Rs. 50,000/-** per month. In addition, he shall be paid a Project Officer allowance of Rs. 10,000/- per month for the project related work, till such time he is looking after project related work. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.
2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

Received  
[Signature]

3. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.

4. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in Para 3 above.

5. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

6. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.

7. The Party No.1 will apply himself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom he shall be placed as faculty / employee in the Institute and he shall discharge all duties pertaining to that office and/or which are necessary to be done in his capacity as aforesaid and will make himself in all respects as useful as may be required of his. He shall always act in paramount interest of the institution.

8. Duties of Party No.1 shall, include the usual duties of the post for which he is employed and any other suitable duty / duties, which the employer may call upon him to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. He shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

9. **Invalidity on Account of Incapacity.** If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

10. The Party No.1 shall be entitled for **8** days Casual Leave, **6** days Medical Leave per year and **12** days PL for the first year of service and vacation of **50** days per year, after successful completion of one year service.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



(Party No. 1)

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

**Copy to:** Account Section, AIT  
Personal file.



# Army Institute Of Technology (AIT) Dighi Camp, Pune -15

Director : 7249250115, Joint Director : 7249250117, Principal : 7249250186

Exch : 7249250183, 7249250184, 7249250185

Website : ailt pune.com Email : ailt pune.edu.in

Recognised by AICTE and DTE Maharashtra and affiliated to Savitribai Phule Pune University

To,

Date: 5 / 05 / 2021

Mr. Rushikesh Patil,

## Sub: - contractual Appointment.....

This is to inform you that, your present contractual appointment which ended on 30<sup>th</sup> April 2021 has been extended upto 31<sup>st</sup> May 2021.

All other condition is your previous contractual appointment ending on 30<sup>th</sup> April 2021, will remain same.

This is for your information.



Director

AIT

Copy to :- Jt Dir/HOD :- For info

Registrar office

Received.  
Patil

Tele:27157534/2101  
Website: [www.aitpune.com](http://www.aitpune.com)  
Email - [ait@aitpune.edu.in](mailto:ait@aitpune.edu.in)



Army Institute of Technology  
Alandi Road, Dighi Hills  
Pune - 411 015

AIT/0234/TAppt/Coord

29 Mar 2019

To,

Mr Rushikesh Patil,

This is to inform you that your present contract of service is further extended w.e.f. 01 Apr 2019 till 15 Apr 2019.

This is for your information.

**Copy to:**

Accounts Section  
Personal File



*Abhay A Bhat*

(Abhay A Bhat)  
Brig (Retd)  
Director, AIT  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411015.

*Received*

*RP*  
*29/03/19*

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

**MADE THIS CONTRACT ON THIS 08 MAY 2019**

**BETWEEN**

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

**AND**

**Mr. Rushikesh H Patil,**

Age : 29, Occupation : Service.

Address : Ambegaon Bk. Pune - 411046

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members **AND**

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, **AND**

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, **AND**

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **08 May 2019 to 30 Apr 2021**, **AND**

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, **AND**

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.



**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

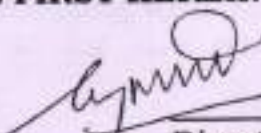
1. **Mr. Rushikesh H Patil** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Civil)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2021** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 58,000/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

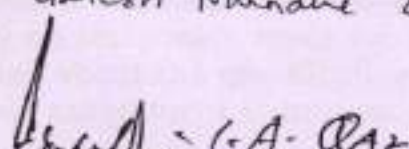
8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.


**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Dr. Ganesh Munde US

  
11/5/19 Director, AIT

2.  1-A-21

  
(Mr. Rushikesh H Patil)

Copy to : Account Section AIT.  
Personal file.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 15 JUN 2021

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Rushikesh H Patil,**

Age: 31, Occupation : Service.

Address: Ambegaon Bk. Pune - 411046

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **01 Jul 2021 to 31 May 2023**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

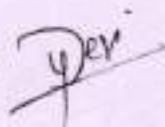
1. **Mr. Rushikesh H Patil** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Civil)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2023** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 61,532/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. You will be entitled for vacation during your period of this appointment as follows :
  - a) Winter Vacation 2021 - 10 days
  - b) Summer vacation 2022 - 22 days
  - c) Winter vacation 2022 - 10 days
12. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
13. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
14. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
15. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
16. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. PRASAD DESAI

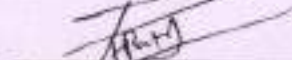


  
Director, AIT



2. Maya Gopakumar



  
(Mr. Rushikesh H Patil)

Copy to : Account Section AIT.

Date: 01 Apr 2016.

To,  
The Director  
Army Institute of Technology,  
Dighi Hills, Pune - 411015.

Sub: Joining Report

Ref: Contractual Appointment for the post of Assistant Professor  
(Civil Engineering)

Sir,

With reference to the contractual appointment, I hereby join the duties as  
Assistant Professor w.e.f. 01 Apr 16 accordingly.

I have read the rules and regulations contained in AWES Rules and  
Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as  
amended) and will abide by the same.

I agree and accept all the terms and conditions mentioned in the contractual  
appointment and AWES Rules and undertake to abide the same.

Thanking you,



A handwritten signature in black ink, appearing to be "Ruchikesh Patil", written over a rectangular box.

Yours Sincerely,

( Ruchikesh Patil )

ARMY INSTITUTE OF TECHNOLOGY  
DIGHI HILLS PUNE 411 015

Agreement between the Employee and the Employer  
(Contractual)

AGREEMENT

To,  
**Mr. Sachin Tanwade,**

30 Jun 2016

An agreement is made on this **30<sup>th</sup> day of June 2016**, between **Mr. Sachin Tanwade** hereinafter called the faculty of the Army Institute of Technology, the Party No.1 of the One Part and the **Director** on behalf of the **Army Institute of Technology** as well as on behalf of Army Welfare Education Society, New Delhi (AWES) hereinafter called the Employer, the Party No.2 of the other Part. The Party No.2 hereby agrees to employ the Party No.1 as contractual faculty. Party No 1 hereby agrees to serve as **Assistant Professor Physics** as contractual faculty in the Army Institute of Technology on the terms and conditions enumerated as follows:-

1. That Party No.1's employment as contractual faculty as **Assistant Professor Physics** is for the period **01 Jul 2016 to 30 Apr 2017** and will automatically terminate on completion of the said tenure. He shall be paid a consolidated pay of **40,000/-** per month (all inclusive) in accordance with the rates prescribed by the AWES Rules and Regulations from time to time and applicable to his case. Army Institute of Technology comes under the category of Unaided Private Colleges. The service of Party No 1 would therefore be private service.

2. The service conditions of Party No 1 will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time. Party No 1 will study these rules and regulations at the time of joining the appointment and submit a certificate before joining duty that Party No 1 has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Party No 1 will also abide by orders and instructions (Oral or written) given by or on behalf of Party No 2.

3. Party No. 1 will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith).

4. During the period of employment Party No. 2 is empowered to terminate the services of Party No.1 by giving one month notice or salary in lieu of notice. Likewise, the Party No. 1 may also resign by giving one month notice or salary in lieu of notice. Party No 1 can leave the service of the Institute only on acceptance of resignation by party No 2. If party No 1 resigns from the service during academic session and/or leaves the service of the Institute without acceptance of his resignation, the security deposit of party No 1 will stand forfeited.

5. Party No 1 will keep security deposit equivalent to one month emoluments with the Institute. Party No 2 will recover the amount of security deposit from the salary of party No 1 in six equal installments. Party No 2 will return the security deposit to party No 1 interest free after completion of the contractual period or earlier in case party No 1 leaves the service of party No 2 earlier subject to the conditions laid down in para 4 above.

6. During the service under this AGREEMENT, the Party No.1 will be liable to disciplinary action in accordance with the Rules and Regulations of AWES and those of the Institute framed from time to time for any act of insubordination, intemperance or other misconduct, or the commission of an act, which constitutes a criminal offence or non-performance or of any breach of duties or any of the provisions of the rules and regulations or the code of conduct as prescribed by the AWES and the said Institute.

7. The appointment of party No 1 has been made on the basis of certificates/degrees/diplomas submitted by party No 1 and information given by party No 1 during the interview. If the certificates / degrees / diplomas submitted by party No 1 are found to be fake / false at any time and / or the information given by party No 1 during the interview is found to be false, the appointment of party No 1 would be invalid abolition and terminated without any notice or salary in lieu of notice by party No 2.

8. The Party No.1 will apply himself honestly, diligently and efficiently under the orders and instructions of the Institute Managing Committee / Principal under whom he shall be placed as faculty / employee in the Institute and he shall discharge all duties pertaining to that office and/or which are necessary to be done in his capacity as aforesaid and will make



himself in all respects as useful as may be required of him. He shall always act in paramount interest of the institution.

9. Duties of Party No.1 shall, include the usual duties of the post for which he is employed and any other suitable duty / duties, which the employer may call upon him to perform. The Party No.1 shall not either directly or indirectly engage and be concerned in trade or in a private professional practice, but shall devote the whole of his time and attention to the service of the employer. Party No.1 shall use his utmost exertions to promote the interests of the employer. He shall conform with and be subject to the terms and conditions of employment, issued by the AWES as well as the Institute Managing Committee from time to time.

10. **Invalidity on Account of Incapacity.** If at any time, Medical Officer designated by the Party No.2 certifies that the Party No.1 is by reason of any infirmity of mind or body, is incapable of rendering efficient service in an Army Institute, the Party No.1 shall be called upon to relinquish his employment. The decision of the management committee shall be final and binding.

11. The Party No.1 shall be entitled for **7** days Casual Leave & **5** days Medical Leave and **10** days Privilege Leave for the said period.

In witness whereof the Parties hereto set their hands this day of the month and year first above written.



*[Handwritten signature]*

(Party No. 1)

*[Handwritten signature]*

Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy to: Account Section, AIT  
Personal file.

# **ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

## **CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 16 MAY 2017

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Sachin B Tanwade,**

Age : 26, Occupation : Service.

Address : A/P Bhagatwadi, Tal:Karmala, Solapur

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **15 Jun 2017 to 30 Apr 2018**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Sachin B Tanwade** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Physics)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2018** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 41,200/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

- ADITYA INSTITUTE OF TECHNOLOGY
8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
  9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
  10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
  11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
  12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
  13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
  14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
  15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Ganesh Mundhe - SA

  
Director, AIT



2. Vihhal Hirale (Officer)

(Mr. Sachin B Tanwade)

**Copy to :** Account Section AIT.  
Personal file.

# **ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

## **CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 11 JUN 2018

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Sachin B Tanwade,**

Age : 27, Occupation : Service.

Address : A/P Bhagatwadi, Tal:Karmala, Solapur

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **25 Jun 2018 to 30 Apr 2019**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Sachin B Tanwade** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Physics)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2019** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 42,436/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Pravin Sangle *Pravin Sangle*

*[Signature]*  
Director, AIT

2. *Vithal Hirzale* *Vithal Hirzale*

*[Signature]*  
(Mr. Sachin B Tanwade)



**Copy to :** Account Section AIT.  
Personal file.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 27 MAY 2019

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Sachin B Tanwade,**

Age : 27, Occupation : Service.

Address : A/P Bhagatwadi, Tal:Karmala, Solapur

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **11 Jun 2019 to 10 May 2020**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.



**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Sachin B Tanwade** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Physics)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **10 May 2020** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 57,000/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**  
In the presence of

1. Ms. Nithya Bastar  
*Nithya*

*[Signature]*  
\_\_\_\_\_  
Director, AIT

2. *Vithal Hirale*  
*[Signature]*

*[Signature]*  
\_\_\_\_\_  
(Mr. Sachin B Tanwade)

**Copy to :** Account Section AIT.  
Personal file.



# ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS PUNE 411 015

## CONTRACT OF SERVICE

MADE THIS CONTRACT ON THIS 25 JUN 2020

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Sachin B Tanwade,**

Age : 28, Occupation : Service.

Address: A/P Bhagatwadi, Tal:Karmala, Solapur

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **01 Jul 2020 to 31 May 2021**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Sachin B Tanwade** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Physics)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on 31 May 2021 unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of Rs. 58,710/- per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Mr. Ravindra Bhele - *Bhele*

*[Signature]*  
Director, AIT

2. Ms. Nithya Baskar - *Baskar*

*[Signature]*  
(Mr. Sachin B Tanwade)

**Copy to :** Account Section AIT.

Personal file



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**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 15 JUN 2021

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Mr. Sachin B Tanwade,**

Age : 29, Occupation : Service.

Address: A/P Bhagatwadi, Tal:Karmala, Solapur

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **01 Jul 2021 to 31 May 2022**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to him accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

*Received*

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Mr. Sachin B Tanwade** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and he will be designated for the sake of convenience as **Assistant Professor (Physics)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2022** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 60,470/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding his appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from his salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of his resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in his application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.


8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to him. Every communication addressed to him at the given address shall be deemed to have been served upon him. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on his part, he shall be liable to deductions from his salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then his services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to him and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.


**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Dr. Ganesh Mundhe  
LS6

2. Mr. Rushikesh Patil  
**Copy to** : Account Section AIT.  
Personal file.

  
Director, AIT

  
(Mr. Sachin B Tanwade)





Date: 04/07/2016

To,

The Director  
Army Institute of Technology,  
Dighi Hills, Pune - 411015.

**Sub: Joining Report**

**Ref: Contractual Appointment for the post of Assistant Professor (Physics)**

Sir,

With reference to the contractual appointment, I hereby join the duties as Assistant Professor (Physics) w.e.f. 04/07/2016 accordingly.

I have read the rules and regulations contained in AWES Rules and Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as amended) and will abide by the same.

I agree and accept all the terms and conditions mentioned in the contractual appointment and AWES Rules and undertake to abide the same.


Thanking you,

Yours Sincerely,



(Sachin B. Tanwar)



  
Army Institute of Technology  
Dighi Hills Pune - 411015

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 16 MAY 2017

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Nithya Basker,**

Age : 25, Occupation : Coaching.

Address : Pimpri, Pune - 411018.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **15 Jun 2017 to 30 Apr 2018**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

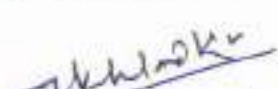

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**


1. **Ms. Nithya Basker** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Soft Skills)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2018** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 41,200/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.


**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1.   
Prof. Manoj S. Khurke   
Director, AIT

2.   
Mrs. Jaicy Chacko  
(Ms. Nithya Basker)

**Copy to :** Account Section AIT.  
Personal file.



**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 13 JUN 2018

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Nithya Basker,**

Age : 25, Occupation : Service

Address : Pimpri, Pune - 411018.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **18 June 2018 to 30 Apr 2019**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received

*Nithya Basker* (Nithya Basker)

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

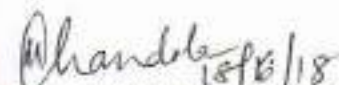
1. **Ms. Nithya Basker** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Soft Skills)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **30 Apr 2019** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 42,436/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

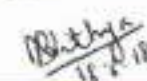
1.   
18/6/18

2.   
18/6/18

**Copy to :** Account Section AIT.  
Personal file.



  
Director, AIT

  
(Ms. Nithya Basker)

*Blindly  
Received*

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 27 MAY 2019

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Nithya Basker,**

Age : 26, Occupation : Service

Address : Pimpri, Pune - 411018.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **11 Jun 2019 to 10 May 2020**, AND

*gva*

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.



**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Ms. Nithya Basker** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Soft Skills)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **10 May 2020** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 55,500/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1. Miss. Shubhada Bhatorag  
*Shubhada*
2. Mrs. Yogita Hambir  
*Yogita*



*[Signature]*  
Director, AIT

*[Signature]*  
(Ms. Nithya Basker)

2.  
Copy to : Account Section AIT.  
Personal file.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 25 JUN 2020

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Nithya Basker,**

Age: 27, Occupation: Service

Address : Pimpri, Pune - 411018.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **01 Jul 2020 to 31 May 2021**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

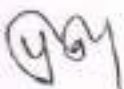
1. **Ms. Nithya Basker** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Soft Skills)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2021** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 57,165/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

8. The address as indicated in the application by the employee shall be deemed to be correct for sending any communication to her. Every communication addressed to her at the given address shall be deemed to have been served upon her. In case there is any change in the residential address, the employee will intimate the same in writing to this office within three days from the date of such change and get such change of address recorded.
9. This contract of temporary assignment can be terminated by AIT without assigning reasons at any time by giving one month's notice to the employee or one month's consideration in lieu of the notice. The employee may also similarly terminate this contract by giving one month's notice or one month's consideration in lieu of notice.
10. This contract shall be automatically terminated at any time in the event of completion of the assignment/work assigned to the employee under this contract or does not necessitate engaging any person or the requirement is otherwise over.
11. In the event of any pecuniary loss or damage to the Institute occasioned by the employee due to disregard or failure to comply with any requirement, order or departmental instructions or from any neglect whatsoever on her part, she shall be liable to deductions from her salary to make good the loss or damages(s) or any part thereof, the amount of which shall be fixed by Management Committee of the Institute.
12. In case the employee is found to be involved in illegal and unlawful activities or found irregular or negligent, or committing any other misconduct then her services can be terminated without any notice.
13. The employee shall perform all such duties as may be assigned to her and /or as directed by the authorities of AIT from time to time.
14. While in service, the employee shall not undertake any other part-time, full-time paid or honorary job or employment.
15. This Agreement does not confer any right to the employee to claim employment with AIT, either permanent or temporary. The employee will not claim any right for employment on permanent vacancies, if any, or for preference in employment by virtue of this contract.

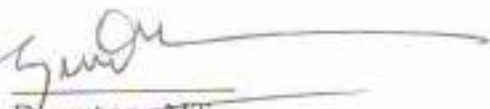
**IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT ON THE DAY AND DATE FIRST HEREIN ABOVE MENTIONED.**

In the presence of

1.

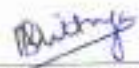




  
Director, AIT

2.



  
(Ms. Nithya Basker)

**Copy to :** Account Section AIT.  
Personal file.

**ARMY INSTITUTE OF TECHNOLOGY**

**DIGHI HILLS PUNE 411 015**

**CONTRACT OF SERVICE**

MADE THIS CONTRACT ON THIS 15 JUN 2021

BETWEEN

Army Institute of Technology, an educational institute affiliated to Savitribai Phule Pune University having its office at Dighi Hills, Pune 411015, (herein after referred to as **AIT**) by its **Director**.

AND

**Ms. Nithya Basker,**

Age: 28, Occupation: Service

Address : Pimpri, Pune - 411018.

(hereinafter referred to as an **Employee**)

**WHEREAS** AIT, Pune is an Engineering College run for the benefit of the Wards of Army Personnel and is one of the several projects including professional colleges and public schools administered by its parent body called Army Welfare Education Society (AWES), a Society registered under the Societies Registration Act under the control of the Board of Governors headed by the serving Chief of the Army Staff and other serving Vice Chief of Army Staff, Army Commanders/officials as its Vice Presidents and members AND

**WHEREAS** the wage structure, the manpower planning, the financial control and identification and approval of vacancies within all these parameters depending upon the varying intakes of students and/or introduction of courses/subjects are controlled by the Society from its Headquarters, New Delhi under the guidance, rules and instructions of the Board of Governors, AND

**WHEREAS** in the absence of any specific identified vacancies and/or in the absence of approval of vacancies from the Board and/or in the absence of availability of any posts prescribed under the law/rules applicable to the Educational Institutions affiliated to a University, there arise ad-hoc, temporary manpower requirements for specified periods for performance of certain activities/work, AND

**WHEREAS** AIT is required to assign teaching work of temporary nature in the ASGE Department maintained by it for the period **01 Jul 2021 to 31 May 2022**, AND

**WHEREAS** the employee above named has offered to undertake the said work purely on temporary basis for the aforesaid period and AIT, after having been satisfied about the qualification/suitability of the employee has decided to offer the said assignment to her accordingly, AND

**WHEREAS** both the parties hereto agree to reduce to writing the terms and conditions agreed between them.

Received

Ms. Nithya Basker

**NOW THEREFORE THIS CONTRACT OF SERVICE WITNESSES AS UNDER:-**

1. **Ms. Nithya Basker** hereby agrees to perform the work relating to the teaching in ASGE Department purely on temporary basis and this temporary assignment will be for the period mentioned above for work and she will be designated for the sake of convenience as **Assistant Professor (Soft Skills)**.
2. It is agreed and understood between the parties that this Agreement is purely on temporary basis and shall expire automatically on **31 May 2022** unless it is terminated before the expiry of the said period as per the stipulations mentioned here below and/or unless the work assigned to the employee is itself completed or does not necessitate engaging any person or the requirement is otherwise over. The parties may, however, agree to renew the contract for further period if so required by AIT.
3. AIT shall pay the employee a total consideration of **Rs. 58,880/-** per month.
4. The service conditions for employee will be governed by AWES rules and regulations Vol-II for Army Institute (Blue Book Apr 2009 Edition) as amended from time to time to the extent they are applicable to the temporary / adhoc assignments. Employee will study these rules and regulations at the time of joining and submit a certificate before joining duty, that employee has read the rules and regulations contained in AWES rules and regulations Vol-II for Army Colleges/Institute (Blue Book Apr 2009 Edition) and would comply with them. Employee will also abide by orders and instructions (Oral or written) given by or on behalf of AIT.
5. The employee will have to submit an Affidavit on Rs. 100/- stamp paper regarding her appointment and service conditions in this Institute (Format enclosed herewith) as a condition-precedent before giving effect to this Agreement and before taking up the work under this Agreement.
6. It will be mandatory on the part of the employee to keep a security deposit equivalent to one month's total emoluments with the Institute. The amount will be recovered from her salary in four equal installments. The security deposit shall be refunded to the employee at the time of leaving the Institute. If the employee resigns from the service during academic session and / or leave the service without acceptance of her resignation by the competent authority, the security deposit will stand forfeited.
7. This agreement is executed on the basis of information given by the employee in her application for employment and at the time of interview. In case any information given by the employee is found to be false or incorrect, this agreement will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

Date: 15/6/17

To,

The Director  
Army Institute of Technology,  
Dighi Hills, Pune - 411015.

**Sub: Joining Report**

Ref: Contractual Appointment for the post of Soft Skills Trainer  
(Assistant Professor)

Sir,

With reference to the contractual appointment, I hereby join the duties as Assistant Professor (Soft Skills) w.e.f. 15/6/17 accordingly.

I have read the rules and regulations contained in AWES Rules and Regulations Vol-II for Army Colleges / Institute (Blue Book Apr 2009 Edition as amended) and will abide by the same.

I agree and accept all the terms and conditions mentioned in the contractual appointment and AWES Rules and undertake to abide the same.

Thanking you,



Yours Sincerely,

*Nithya*

(Nithya Basker )



ARMY INSTITUTE OF TECHNOLOGY

DIGHI HILLS, PUNE 411 015

Tele. No. 2715 7534/2715 7612

APPOINTMENT ORDER

(Teaching)

Ref No. AIT/Adm/0032/TS

Date: 31 Jul 07

To,

Dr (Mrs) Sujata Marathe

SUB: APPOINTMENT TO THE POST OF  
'ASSISTANT PROFESSOR - CHEMISTRY'

Madam,


I am pleased to inform you that the Management has appointed you on the post of 'Assistant Professor - Chemistry' in this Institute in the pay scale of Rs. 12000-420-18300 with effect from 01 Aug 2007. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the rules & regulations of Army Welfare Education Society (AWES) and the Management from time to time.
2. You will be paid basic pay of Rs. 12,420/- per month in the pay scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time.
3. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
4. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc before joining your duties.
5. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the

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29/08/07

address given, shall be deemed to have been acknowledged duly signed by you.

6. You will not conduct or engage yourself in any private tuitions or private coaching classes.
7. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the competent authority/Management.
8. Your appointment may be terminated at any time, by either side/party, by giving three month's notice or three month's pay (Basic + DA ).
9. If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students.
10. You have to communicate your acceptance to the Management/ College/ Institution within seven days from the date of this Order of Appointment, failing which your appointment is liable to be cancelled.

  
Director  
Army Institute of Technology  
Dighi Hills, Pune - 411 015

Copy To: 1. Account Section  
2. Personal file.