

**CENTRAL ADMINISTRATIVE TRIBUNAL  
PRINCIPAL BENCH**

O.A. No. 3739/2012

New Delhi, this the 4<sup>th</sup> day of October, 2016

**HON'BLE MR. P.K. BASU, MEMBER (A)**

1. The UGC Research Scientists Association [Regd],  
Through President (Dr. Prakash Chand Upadhyaya),  
A-35, East of Kailash, New Delhi-110065.
2. Dr. Prakash Chandra Upadhyaya,  
S/o Late Shri K.D. Upadhyaya,  
R/o 39, Akash Ganga Group Housing Society,  
Sushant Lok-II,  
Sector 56, Gurgaon. .. Applicants

(By Advocate : Shri Ajesh Luthra)

Versus

The University Grants Commission,  
Through its Secretary,  
Bahadurshah Zafar Marg,  
New Delhi-110 002. .. Respondent

(By Advocate : Shri Manoj R. Sinha)

**ORDER (ORAL)**

The O.A. has been filed by the applicants, who had been recruited as Research Scientists by the University Grants Commission (UGC) and transferred to different Central Universities, with the following prayer:

- “(a) allow the present Original Application;
- (b) issue an appropriate direction to the respondent to take effect step for implementation of the benefits

the applicants are entitled to and at par with the similarly placed employees of the respondent;

- (c) direct the respondent to evolve a mechanism to ensure that the applicants are enabled to avail of the Group Insurance, medical facility (including after retirement), the GPF and pension benefits, at par with Central Universities and Central Government employees of the UGC. Scientists be included in the procedure in place for other employees of the UGC.
- (d) pass such other and further order/orders as may be deemed fit and proper in the facts and circumstances of the present case.”

2. Learned counsel for the applicant states that vide order dated 01.05.2008 (Annexure A/5) issued by the UGC to Registrars/Directors/Principals of all Central Universities enumerating the benefits which would be extended to the Research Scientists A, B and C at par with Lecturer, Reader and Professor which, inter alia, included medical benefits including after retirement medical benefits. It is stated that while the UGC has been able to ensure compliance of this letter for all other items, such as pension etc., the only thing on which the Research Scientists are not getting any benefit are the medical benefits including after retirement medical benefits.

3. Learned counsel for the respondents stated that vide letter dated 25.02.2008 (Annexure R-10/Colly.), the UGC have now included the funds required for payments for items stipulated in letter dated 01.05.2008 in the maintenance grants being provided

to the Central Universities for payment of salary and other financial benefits to the Research Scientists and the applicants, therefore, have to approach the respective universities for compliance of the order of the UGC.

4. The applicants have been recruited by the UGC and continue to be paid all pay, allowances and other financial benefits from UGC grants to the Universities. Therefore, the UGC cannot shy away from their responsibility from ensuring that medical benefits including after retirement medical benefits is paid to the applicants. The UGC, being the nodal controlling authority of all the Universities, cannot say that they are not in a position to ensure it.

5. The O.A. is, therefore, disposed of with a specific direction to the respondent – UGC to ensure that the medical facilities including after retirement medical facilities itself are paid to the Research Scientists within a period of eight weeks from passing of this order, failing which suitable action may be initiated against the respective universities. No order as to costs.

**(P.K. Basu)**  
Member (A)

/Jyoti/