

EFFECTIVE FROM: 1.7.2013

PAY SCALE/ PROMOTION SCHEME (AS PER 6TH PAY COMMISSION)
SCHOOL OF ENGG. AND TECHNOLOGY

S.NO	POSITION	PAY SCALE	AGP	BASIC PAY	MINIMUM QUALIFICATION & EXPERIENCE
1	Assistant Prof.	1 5600-39 100	Rs. 6000/-	(15600 + AGP) x Applicable Increments	M.E/ M.Tech/ M.Sc (Engg.) first class (with first degree in Bachelor of Engineering / Technology)
2	Assistant Prof. (Senior Scale)	15600-39100	Rs, 7000/-	(15600 + AGP) x Applicable Increments	M.E./M/Tech/M.Sc (Engg.) in first class with a minimum of 4 years (post Masters) of teaching / relevant experience
3	Assistant Prof. (Selection Grade)	15600-39100	Rs. 8000/-	(30000 + AGP) x Applicable Increments	Fresh Ph.D in Engg./Tech (with first degree in Engg. / Tech)
4	Associate Professor	37400-67000	Rs. 9000/-	(37400 + AGP) x Applicable Increments	Ph.D in Engg./Technology with minimum of 10 years experience at any level.
5	Professor	37400-67000	Rs. 10,000/-	(37400 + AGP) x Applicable Increments	Ph.D in Engg./Technology with minimum of 10 years experience out of which at least four years as Associate Professor or equivalent.
6	Sr. Professor	37400-79000	Rs. 12000/-	(37400 + AGP) x Applicable Increments	Must have min. 10 years experience as Professor

INCREMENT:

Non compounded increments for M,Tech/M.E/M.Sc. (Engg.) and five for Ph.D up to Assistant Professor, Selection grade level only. (Candidate already awarded 2 non compounded increments for M.Tech/M.E/M.Sc. (Engg.) will get three more after completing Ph.D upto Asst. Prof. (Sel. Gr.) level. 00 One increment = 3%

TEACHING EXPERIENCE: ALLOWANCES:

- One year of Exp. = 1.5%
- HRA = 30% of (Basic Pay+AGP)
- DA = 65% of (Basic Pay+AGP)
- VPA = Subject to Review (By GB).
- Conveyance Allowance Rs.3000/- up to Assistant Professor level , Rs. 4000/- for Associate Professor , Rs. 5000/- for Professor level and Rs 6000/- for Sr Professor.

Note:

1. Promotion scheme for Assistant Prof to Assistant Prof (Sr. Scale) and Assistant Prof (Sel. Grade) is subject to fulfilling of the criteria mentioned in the Table above and based on performance of the faculty. Minimum 3 "Satisfactory" and 1 "Good" performance ratings by a Central Appraisal Committee are required for promotion to Asstt Prof (Sr. Scale and to Assistant Professor (Sel. Grade). In the absence of above ratings, Promotion /Elevation within Assistant Professor Scale shall be decided on case to case basis by a Central Committee comprising of VC, respective DOS and HOD.
2. Promotion to Professor and Associate Professor Grade is based on dept requirement and not automatic. The internal candidates will have to apply against the vacancy (if any) and compete with external candidates before the Selection Committee as per statute 18.
3. Apart from promotions within Assistant Prof grade, in case of any other elevation/promotion to higher grades the faculty will be put under observation for one year. On failure of performance, he/she may revert back to the old designation. However, mediclaim, earned leave, gratuity and other such benefits will not be affected by the above provision.

OTHER BENEFITS:

- Gratuity @ half month salary for each year of service, payable after five years of service
- El Mediclaim cover of Rs 1 lac to Rs. 5 Lac depending on grade and length of service.
- Special pay can be payable to extraordinary candidates over and above subject to discretion of Governing Body only.

TOTAL PAY: Basic Pay + HRA @ 30% (Basic Pay + AGP] & DA [65% (Basic Pay + AGP] + VPA + PhA Allow. + Conveyance Allowance + PF + Gratuity + Mediclaim Policy.

EFFECTIVE FROM: 1.7.2013
PAY SCALE / PROMOTION SCHEME (AS PER 6TH PAY COMMISSION)
SCHOOL OF MANAGEMENT AND SCHOOL OF LAW

S.NO	POSITION	PAY SCALE	AGP	BASIC PAY	MINIMUM QUALIFICATION & EXPERIENCE
1	Assistant Prof.	15600-39100	Rs. 6000/-	(15600 + AGP) x Applicable Increments	MBA or equiv in first class. OR NET + LLM or equiv in first class.
2	Assistant Prof. (Senior Scale)	15600-39100	Rs, 7000/-	(15600 + AGP) x Applicable Increments	MBA /NET + LLM or equiv in first class with a minimum of 4 years (post Masters) of teaching / relevant experience
3	Assistant Prof. (Selection Grade)	15600-39100	Rs. 8000/-	(15600 + AGP) x Applicable Increments	Fresh Ph.D in Management OR Fresh Ph.D in Law OR MBA/ NET + LLM or equiv in 1 st class with minimum of 8 years (Post Masters) of teaching/relevant experience
4	Associate Professor	37400-67000	Rs. 9000/-	(37400 + AGP) x Applicable Increments	Ph.D in Management/ Law with minimum of 10 years experience at any level.
5	Professor	37400-67000	Rs. 10,000/-	(37400 + AGP) x Applicable Increments	Ph.D in Management/ Law with minimum of 10 years experience out of which at least four years as Associate Professor or equivalent.
6	Sr. Professor	37400-79000	Rs. 12000/-	(37400 + AGP) x Applicable Increments	Must have min. 10 years experience as Professor

INCREMENT:

Non compounded increments for MBA/ LLM and five for Ph.D up to Assistant Professor, Selection grade level only. (Candidate already awarded 2 non compounded increments for MBA/ LLM will get three more after completing Ph.D upto Asst. Prof. (Sel. Gr.) level. One increment = 3%

TEACHING EXPERIENCE:

One year of Exp. = 1.5%

ALLOWANCES:

HRA = 30% of (Basic Pay+AGP)

DA = 65% of (Basic Pay+AGP)

VPA = Subject to Review (By GB).

Conveyance Allowance Rs.3000/- up to Assistant Professor level , Rs. 4000/- for Associate Professor , Rs. 5000/- for Professor level and Rs 6000/- for Sr Professor.

Note:

- Promotion scheme for Assistant Prof to Assistant Prof (Sr. Scale) and Assistant Prof (Sel. Grade) is subject to fulfilling of the criteria mentioned in the Table above and based on performance of the faculty. Minimum 3 "Satisfactory" and 1 "Good" performance ratings by a Central Appraisal Committee are required for promotion to Asstt Prof (Sr. Scale and to Assistant Professor (Sel. Grade). In the absence of above ratings, Promotion /Elevation within Assistant Professor Scale shall be decided on case to case basis by a Central Committee comprising of VC, respective DOS and HOD.
- Promotion to Professor and Associate Professor Grade is based on dept requirement and not automatic. The internal candidates will have to apply against the vacancy (if any) and compete with external candidates before the Selection Committee as per statute 18.
- Apart from promotions within Assistant Prof grade, in case of any other elevation/promotion to higher grades the faculty will be put under observation for one year. On failure of performance, he/she may revert back to the old designation. However, mediclaim, earned leave, gratuity and other such benefits will not be affected by the above provision.

OTHER BENEFITS:

Gratuity @ half month salary for each year of service, payable after five years of service

Mediclaim cover of Rs 1 lac to Rs. 5 Lac depending on grade and length of service.

Special pay can be payable to extraordinary candidates over and above subject to discretion of Governing Body only.

TOTAL PAY: Basic Pay + HRA @ 30% (Basic Pay + AGP] & DA [65% (Basic Pay + AGP] + VPA + Conveyance Allowance + PF + Gratuity + Mediclaim Policy.

EFFECTIVE FROM: 1.7.2013

PAY SCALE / PROMOTION SCHEME (AS PER 6TH PAY COMMISSION) APPLIED SCIENCE AND HUMANITIES

S.NO	POSITION	PAY SCALE	AGP	BASIC PAY	MINIMUM QUALIFICATION & EXPERIENCE
1	Assistant Prof.	15600-39100	Rs. 6000/-	(15600 + AGP) x Applicable Increments	NET/SET + M.Phil (or pursuing Ph.D) in first class
2	Assistant Prof. (Senior Scale)	15600-39100	Rs, 7000/-	(15600 + AGP) x Applicable Increments	Fresh Ph.D with first class in Masters degree
3	Assistant Prof. (Selection Grade)	15600-39100	Rs. 8000/-	(15600 + AGP) x Applicable Increments	Ph.D with minimum of 5 years (Post Ph.D) teaching experience.
4	Associate Professor	37400-67000	Rs. 9000/-	(37400 + AGP) x Applicable Increments	Ph.D with 15 years of teaching experience out of which at least 10 years should be after Ph.D
5	Professor	37400-67000	Rs.10.000/-	(37400 + AGP) x Applicable Increments	Ph.D with minimum 20 years teaching experience out of which 15 years should be after Ph.D candidates with Master and Ph.D from I.I.T would require minimum 15 years of post Ph.D experience.
6	Sr. Professor	37400-67000	Rs. 12000/-	(37400 + AGP) x Applicable Increments	Must have min. 10 years experience as Professor

INCREMENT:

One Non compounded increments for M.Phil and Three for Ph.D up to Assistant Professor, upto Selection grade only.

Candidate already awarded one increment for M.Phil would be awarded two more after completing Ph.D upto Asst. Prof. (Sel Grade) level.

TEACHING EXPERIENCE:

One year of Exp. = 1.5%

ALLOWANCES:

HRA = 30% of (Basic Pay+AGP)

DA = 65% of (Basic Pay+AGP)

VPA = Subject to Review (By GB)

Conveyance Allowance Rs.3000/- up to Assistant Professor level , Rs. 4000/- for Associate Professor, Rs. 5000/- for Professor level and Rs 6000/- for Sr Professor.

Note:

- Promotion scheme for Assistant Prof to Assistant Prof (Sr. Scale) and Assistant Prof (Sel. Grade) is subject to fulfilling of the criteria mentioned in the Table above and based on performance of the faculty. Minimum 3 "Satisfactory" and 1 "Good" performance ratings by a Central Appraisal Committee are required for promotion to Asstt Prof (Sr. Scale and to Assistant Professor (Sel. Grade). In the absence of above ratings, Promotion /Elevation within Assistant Professor Scale shall be decided on case to case basis by a Central Committee comprising of VC, respective DOS and HOD.
- Promotion to Professor and Associate Professor Grade is based on dept requirement and not automatic. The internal candidates will have to apply against the vacancy (if any) and compete with external candidates before the Selection Committee as per statute 18.
- Apart from promotions within Assistant Prof grade, in case of any other elevation/promotion to higher grades the faculty will be put under observation for one year. On failure of performance, he/she may revert back to the old designation. However, mediclaim, earned leave, gratuity and other such benefits will not be affected by the above provision.

OTHER BENEFITS:

Gratuity @ half month salary for each year of service, payable after five years of service

Mediclaim cover of Rs 1 lac to Rs. 5 Lac depending on grade and length of service.

Special pay can be payable to extraordinary candidates over and above subject to discretion of Governing Body only.

TOTAL PAY:

Basic Pay + HRA @ 30% (Basic Pay + AGP) & DA [65% (Basic Pay + AGP)] + VPA + Conveyance Allowance + PF + Gratuity + Mediclaim Policy.