Policy for Awards, Rewards, and Career Progression

1) Incentive for Ph. D:

Three advance increments (at 3% per year) shall be admissible to those who hold a Ph.D degree, at the time of recruitment as Lecturers. A Lecturer shall be eligible for two advance increments (at 3% per year) as and when he/she acquires a Ph.D. in their career.

2) Lump Sum incentive for acquiring higher qualifications:

Post-graduation in a relevant discipline by Non-Teaching Staff entitles an incentive of Rs 1,000 per month. Incentives shall be considered only if higher qualifications shall make the staff more effective in the present or next higher assignment. The incentive is admissible for higher qualifications acquired after induction into service. The incentive shall be based on qualification without any relation to the increment or level/grade of the employee. However, granting of incentive is the prerogative of the management

3) Incentives for paper publications and conferences to the teaching staff are:

a) Registration fee for attending Seminars and Conferences is borne by the Institution (Maximum of 2 in a year).

b) Papers published in referred Journals, Rs.3000 per paper for International Journal with ISBN and ISSN number (National Journals, Publication of Books and Journals, contribution of chapters in Books).

c) Papers shall be in the faculty's name and should normally be concerned with his/her academic area.

d) Under certain exigencies, the Institution reserves the right to modify the rules and use discretionary powers in allowing for participation in Seminars/Conferences.

The Principal's recommendation is necessary for payment of the incentive.

PRINCIPAL
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