

II. BENEFITS FOR STAFF

1. Quality Improvement (Q.I.P.):

Faculty members are sponsored for higher study on deputation under QIP Scheme. One staff member from each department can be sponsored at one occasion on seniority basis.

2. Group Insurance:

College provides group insurance to teaching staff and non-teaching staff up to a limit of Rs.2,00,000/-. College is providing health insurance to teaching staff with contribution from staff. Sum assured depends upon the salary.

3. Professional Body memberships:

College provides membership fee for one Professional Body membership for the faculty having at least two years of service in the college.

4. Financial support to faculty members to attend FDPs:

Faculty members are allowed financial support to attend Faculty Development Programs TA/DA (as per prevailing rules) and registration fee will be provided.

Faculty members can avail this facility for two times maximum in an academic year.

5. Incentives for Faculty Research & Publications:

- Incentives to any faculty will be sanctioned in the month of March and September of every year.
- Every Doctorate has to submit any project proposal to at least one of the external funding agencies once in two years.
- If any faculty has external funded projects, 2 to 5% of the project fund will be sanctioned as incentive as per committees recommendations.
- If the name of the Research Guide as 1st Author, then the 2nd name of Author may considered if the college name appears in the journal.
- If any faculty guides a research scholar as co-guide, then 3rd name with college name will also be considered for incentive.
- Publication incentives for Engineering Faculty:

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| Scopus Paid Journal | 1 st Author | Rs: 5000/- |
| | 2 nd Author | Rs: 3000/- |
| | 3 rd Author | Rs: 2000/- |

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| Scopus Free Journal | 1 st Author | Rs: 7500/- |
| | 2 nd Author | Rs: 4500/- |
| | 3 rd Author | Rs: 3000/- |
| SCI Paid Journal | 1 st Author | Rs: 10000/- |
| | 2 nd Author | Rs: 5000/- |
| | 3 rd Author | Rs: 3000/- |
| SCI free Journal | 1 st Author | Rs: 20000/- |
| | 2 nd Author | Rs: 7500/- |
| | 3 rd Author | Rs: 5000/- |

g) Publication incentives for BS&H and MBA Faculty:

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|---------------------|------------------------|-------------|
| Scopus Paid Journal | 1 st Author | Rs: 3500/- |
| | 2 nd Author | Rs: 2000/- |
| | 3 rd Author | Rs: 1500/- |
| Scopus Free Journal | 1 st Author | Rs: 5000/- |
| | 2 nd Author | Rs: 3000/- |
| | 3 rd Author | Rs: 2000/- |
| SCI Paid Journal | 1 st Author | Rs: 7000/- |
| | 2 nd Author | Rs: 3500/- |
| | 3 rd Author | Rs: 2000/- |
| SCI free Journal | 1 st Author | Rs: 14000/- |
| | 2 nd Author | Rs: 5000/- |
| | 3 rd Author | Rs: 3500/- |

- h) Faculty may attend/present a paper in an International conference in abroad once in every three years for which the college will sanction an amount of Rs: 30,000/-.
- i) The College will sanction actual TA & DA as per norms and 50% of registration fee up to the limit of Rs: 10,000/- for presentation of paper in International Conferences organized by premier institution like IITs/NITs/IIITs/Universities. However for attending/presenting a paper in other organization and private institutions, the college will sanction actual TA/DA as per norm and 50% of registration fee up to the limit of Rs: 6000/-.
- j) OD will be given twice in a year to a faculty for paper presentation in National Conferences.
- k) Faculty can attend workshops/SDPs/FDPs as per Leave Policy.
- l) The College will extend full support in all aspects of applying for PATENTS. m) Book publication, cash reward: Rs. 5000/-.

Note:

Faculty members can not avail incentive for more than two conferences in an academic year, and they can not avail for more than two publications in journals.

6. Traveling Allowance to attend interview:

Candidates selected for interview for a post are normally not entitled to T.A. but in special cases they may be paid such traveling allowance as may be determined by the Chairman from time to time.

7. Traveling and Daily Allowances:

The employees of the College shall be entitled to traveling and daily allowances according to the scales laid down by the Chairman of the Governing Body from time to time on all such out station appointments as approved and authorized by the Director/Principal.

TA:

- ✓ The non-teaching and teaching staff up to the level of assistant professor is allowed to travel by train either by 2nd class sleeper.
- ✓ The teaching staff above the rank of assistant professor is allowed to travel in 3rd AC/Garib Rath.

DA:

| | Non-teaching and teaching up to the level of Asst. Prof. | Above the rank of Asst. Prof. |
|-------------------------|--|-------------------------------|
| District Head Quarters | Rs. 200/- | Rs. 300/- |
| State Capitals | Rs. 240/- | Rs. 360/- |
| Places other than above | Rs. 160/- | Rs. 240/- |

LODGING:

| | Non-teaching and teaching up to the level of Asst. Prof. | Above the rank of Asst. Prof. |
|-------------------------|--|-------------------------------|
| District Head Quarters | Rs. 600/- | Rs. 900/- |
| State Capitals | Rs. 750/- | Rs. 1500/- |
| Places other than above | Rs. 350/- | Rs. 500/- |

8. Provident Fund:

The employees of the College will be entitled to the benefits of Provident Fund in accordance with the provisions of the rules of the Fund.

9. Add on facilities to Staff:

- a) College provides all facilities to arrange the bank loan for the interested staff.
- b) The management is planning to provide Laptop to the faculties who have a minimum three years service in the institute.
- c) The management provides salary advance to the faculties at the emergency.
- d) The management provides Laptops to the HoD's and professors.
- e) The management provides A/C bus facility for transport to HoDs and professors.


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