



Teaching staff are paid as per pay scale applicable for Professor, Associate Professor and Assistant Professor of AICTE with DA etc as per pay commission.

Non-teaching employees are paid in the rank of manager, executive, officer, office assistant, supporting staff are paid as per Government of West Bengal pay structure and allowances.

✓ CHAPTER - 3

PAY SCALES AND ALLOWANCES & PRIVILEGES

Pay Scales :

An employee on his appointment to a post in the Institute shall be placed in appropriate scale of pay which shall be as follows :

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|----|-----------------------------|---|---|
| a) | For Teaching Staff | - | AICTE scales of pay |
| b) | For other category of staff | - | Institute Scale of Pay
(Corroborating State Govt. scale
of pay) |

Designations for various category of staff and corresponding pay scales are detailed in Schedule - B.

Increments :

Increments are normally given annually after confirmation of service as per the scale of pay.

Incentives for Higher Qualifications :

A teacher will be eligible for two advance increments as and when he acquires a Ph. D. degree in his service career and produce it before the competent authority.

Dearness Allowance, House Rent Allowance and Medical Allowance :

Employees of the Institute shall be entitled to the Dearness Allowance, House Rent Allowance and Medical Allowance as per the policy of the State Government.

Provident Fund :

Employees of the Institute would automatically become eligible of the Contributory Provident Fund and shall be governed by the rules of the Fund at the rate prevailing from time to time. Current rate of contribution by both the employer and the Employee is 12% of Basic Pay plus admissible D.A.