

## Benefits and incentives to faculty of RGIPT Rae Bareli

RGIPT, Rae Bareli has adopted a well-planned, inclusive approach to receive new faculty, which is also expected to enable his/her prompt integration into the institute's academic and research system. Select such offerings and resources available to individuals joining the academic community of RGIPT. Rae Bareli is listed below-

### *Career-long benefits:*

- **Housing:** Faculty members posted in Rae Bareli will be provided with suitable accommodation for self and dependant family. Apart from the normal electrical fitting lighting & fans, water RO purifier, cable TV will be provided by RGIPT.
- **Leave Travel Concession:** On completion of one year service in RGIPT, Faculty members will be entitled for Leave Travel Concession (LTC) for self and dependant family once in a block of two year. Carry forward for one year in each block of two years will be admissible. The LTC is available for travels actually performed which can be to a place anywhere in India and return. LTC can be availed by self and dependant family members separately on different occasion.  
The faculty members will furnish declaration regarding the dependant family members (as per Central Government definition) staying with them
- **Reimbursement of telephone/broadband bills:** RGIPT will reimburse expenses incurred on use of telephone on claim basis upto ` 1000/- per month and ` 750/- for broadband/internet connectivity uses at out of campus.
- **Children education allowance-** For the study of 2 children's from class nursery to intermediate will be paid as per GOI rules.
- **Fuel and Vehicle maintenance expenses-** Fuel and maintenance expenses for those who are owning vehicles in their name upto the following km. limits @ ` 8/- per km for 4-wheelers and @ ` 3/- per km. for 2-wheelers will be reimbursed on claim basis
  1. Professor-Upto 1000 km per month
  2. Associate Professor- Upto 750 km per month
  3. Assistant Professor and equivalent status - Upto-500 km per month
- Reimbursement of full membership fee of one professional society national basis and one international professional society
- **Book/Journal Grant-** Based on claim along with cash receipts submitted
  1. Professor-Upto ` 30000/- per annum
  2. Associate Professor- Upto ` 20000/- per annum
  3. Assistant Professor and equivalent status - Upto ` 15000/- per annum
- **Medical coverage:** Medical coverage for self and dependent family members will be provided as per RGIPT norms on package rates, maximum limits etc as prevalent from time to time.
  - a) Reimbursement along with cash receipts submitted for other than hospitalization towards medicines, doctor's fee, pathological and other tests as recommended by Doctor which will be tax-free upto present income tax limit of ` 15000/- per year. Beyond that, the reimbursement will be taxable.
  - b) Hospitalization- in approved hospitals, suitable medical insurance cover will be arranged or tie up with hospital/nursing home with payment arrangement by RGIPT.
- **Leave opportunities:** Faculty is entitled to various kinds of leave like casual leave, earned leave, including leave during summer/winter vacation periods (vacation leave), leave to cover medical treatment (half pay leave), special casual leave for participation in meetings, conferences, etc, or E.O.L. (un-paid leave) to take up a limited-term assignment with industry or another university.

- **Attending conferences:** On completion of minimum one year service in RGIPT as a regular faculty member and at the discretion of Director, Faculty members will be entitled for:
  1. Full funding to attend on international conference once in two years for faculty members presenting a paper and on publication of at least two research papers in international peer reviewed journals from work primarily done at RGIPT. Full funding if approved will include travel and daily allowance as applicable for the days of the conference plus two days. The total expenditure should not exceed ` 2.00 Lakh.
  2. Full funding for attending one national conference per year if presenting a paper (on work done at RGIPT) or chairing a session.
  3. For those not considered for full support, a grant of ` 10000/- will be borne by RGIPT once in an academic year as a token support so that they can apply for balance funding from other sources.

#### *Assistance at Joining and Features to help faculty settle-in*

- **Reimbursement of expenses for interview:** The faculty Candidates invited for interview shall be paid Economy Class airfare within India from place of duty/residence or the nearest airport to city of interview and back by the shortest route.
- **Relocation expenses:** Persons joining from abroad be reimbursed the travel and personal expenses as per actual one way economy class fare for self and family ( if applicable ) subject to a maximum sum of ` 90,000/- against receipt and there is a bond to serve for 5 years else the money is recovered from the salary.  
In case of joining from within India one truck load and actual packing charges, travel for self and dependant family members from place of last posting to Rae Bareli by rail will be reimbursed as follows:-
  - a) Professor/ Associate Professor - AC I train fare
  - b) Assistant Professor and equivalent status -AC II train fare
- **Initial guest house stay facility:** The faculty, and his/her family, would be entitled to stay in RGIPT guest house with free lodging and boarding for upto 15 days till a suitable on-campus house is identified and allotted to him/her.
- **One time furniture grant:** A onetime grant of amount upto ` 1.00 Lakh (for Assistant Professor), ` 1.25 Lakh (for Associate Professor) and ` 1.50 Lakh (for Professor) will be admissible to regular faculty members joining the Rae Bareli Campus, for purchase of residential furniture. The amount will become recoverable by RGIPT proportionately if the faculty member resigns before completion of 3 years of service in RGIPT.

#### *Resources to help grow professionally*

- Seed grant upto ` 10.00 Lakh to new faculty member for initial set up of research laboratory. This enables an early start to research work until sponsored projects from outside agencies are secured by the faculty.
- The Institute has developed many international linkages with universities and industries to facilitate collaborative projects and sponsored projects for Institute faculty.
- Award for Excellence in Teaching are conferred each year to about one faculty member based entirely on student feedback.

#### *Campus Ambience and Facilities*

- All round the year a host of cultural programs and sports activities are organized by students and other campus residents.
- Excellent library, computer and sophisticated instrumentation facilities for research and teaching. These are being continuously upgraded to be world-competitive.

***Pay Structure of the Faculty stationed at Rae Bareli***

<b>Post</b>	<b>Pay Scale</b>	<b>Basic</b>	<b>Grade Pay</b>	<b>DA 72%</b>	<b>HRA (10%)</b>	<b>Transport Allowance</b>	<b>Gross</b>
Assistant Professor (Contract)	15600-39100	Seven non compoundable increments (₹ 4540) ₹ 20140	6000.00	18820.80	2614.00	2752.00	50326.00
Assistant Professor	15600-39100	30000.00	8000.00	27360.00	3800.00	2752.00	71912.00
Assistant Professor (after 3 year)	37400-67000	37400.00	9000.00	33408.00	4640.00	2752.00	87200.00
Associate Professor	37400-67000	42800.00	9500.00	37656.00	5230.00	2752.00	97938.00
Professor	37400-67000	48000.00	10500.00	42120.00	5850.00	12040.00	118510.00

Note-AGP of Assistant Professor (On Contract), after completion of one year, will be increased to ₹ 7000.00 per month.