

Policy	Policy on Salary Increment for the Awardees
Approved by	Vice Chancellor
Date effective from	01-07-2015
Date of next review	01-07-2020
Purpose	To provide guidelines about the provision of salary increment to teaching faculty who receive awards / recognitions at State, National and International levels.
Scope	To frame norms and guidelines on the provision of salary increment to faculty members who have received State / National / International awards / recognitions.
Procedure	<p>1.1. The faculty who has received the award / recognition from State / National / International level governments/ organizations will be identified after they submit the proof to the Dean of Faculties.</p> <p>1.2. The certificate of the award / recognition will be sent to the committee for appraisal.</p> <p>1.3. A committee consisting of experts viz Vice Chancellor, Dean of Faculties, Dean (Education), Dean Research and the respective Dean/ Principal of the Faculty will appraise it and select the faculty member for the award and recommend the quantum of salary increment.</p> <p>2. Criteria for the selection of the Award:</p> <p>2.1. The faculty should be a full time employee of the institution.</p> <p>2.2. The list of award identified may include the following from State / National / International organizations.</p>

2.2.1. The state award recognized by the expert team comprises of the following:

- Life Time Achievement Award from the State Universities / State Government
- Best doctor / Physiotherapist / Dentist / Pharmacist / nurse etc. awarded by State universities/ State government.
- Science and Technology award by the State Government.
- Women scientist award by the State Government




2.2.2. The National award recognized by the expert team comprises of the following:

- Bhatnagar Award in science and technology
- B C Roy award
- Padma Bhushan
- Padma Vibushan
- Padma Sri
- Magsaysay Award
- Dronacharya Award
- Young Scientist award in Science and Technology
- Woman Scientist award in Science and Technology
- Fellow of National Academy of Medical Sciences.
- Fellow of National Academies / DST, DBT
- Awards of Central Universities/ Institutes

2.2.3. The International award recognized by the expert team comprises of the following:

- Nobel Prize/ Nobel-equivalent prize in the field of Medicine,

	<p>Science, Engineering and Technology</p> <ul style="list-style-type: none"> • Fellowships & recognitions by International universities. To name a few: <ul style="list-style-type: none"> ○ Fellowship from Royal Colleges of UK ○ Fulbright Scholarship/ Fellowship ○ Awards by WHO, UNESCO and similar bodies <p>2.3. Outcome</p> <p>Increment(s) will be provided proportionate to the type of awards for those who have received any one of the above mentioned categories.</p>
Frequency	Periodic revision as per the Performance Appraisal System implemented in the University.
Time	5 years
Related/Supportive Documents	Performance linked Incentive Scheme Academic Performance indicator
Custodian	Vice Chancellor

Prepared by	Verified by	Approved by
 Dr. A. Ravi Senior coordinator	 Prof. S. P. Thyagarajan Dean (Research)	 Dr. P. V. Vijayaraghavan Vice Chancellor