

**Report of the Committee for Review of the Consolidated Salaries
and Other Terms & Conditions of Service for the Temporary Non-teaching Staff**

The Director constituted a committee consisting of the following members to review the pay and other terms and conditions of the temporary employees appointed on consolidated salary at various levels and to make recommendations to revise the same:

- 1) Prof. S. Sudarshan, Dy Director (AIA), Convener
- 2) Prof. K. V. K. Rao, Dy Director (FEA), Member
- 3) Prof. S. V. Kulkarni, Dean (AA), Member
- 4) Prof. Milind Atrey, Dean (R&D), Member
- 5) Dr. G. K. Bhorkade, Registrar, Member
- 6) Shri Ajay Prasad, Deputy Registrar (F&A), Member
- 7) Shri C. P. Joglekar, Deputy Registrar (HR-1), Member-Secretary

The committee met on 22.10.2021, 10.11.2021, 31.05.2022, 14.07.2022 and 04.08.2022, and also had email interactions. It was noted that the earlier pay revision was done based on the report by Prof. A.K. Suresh Committee effective from 01.08.18.

Taking into consideration the earlier pay revisions for the temporary staff and the principle of "Equal pay for equal work", recommendations are being submitted for the revision of their consolidated salaries and other terms and conditions. In these recommendations, the salaries, qualifications and experience requirements have been aligned with the RR&PP (Recruitment Rules and Promotion Policy) guidelines for the permanent staff. It is recommended that the revised pay and terms & conditions for the temporary staff be effective from July 1, 2022.

Digital Signature Chintamani P Joglekar Joglekar (i03128) 06-Aug-22 06:16:04 PM Shri C. P. Joglekar Member-Secretary	Digital Signature DRFA Dy Registrar F&A (misc.drfa4) 08-Aug-22 11:18:32 AM Shri Ajay Prasad Member	Digital Signature Registrar IIT Bombay (registrar) F&A 07-Aug-22 12:21:19 PM Shri G.K.Bhorkade Member	Digital Signature Dean Research and Development IIT Bombay (dean.rnd) 07-Aug-22 06:54:13 PM Prof. Milind Atrey Member
Digital Signature Dean (Administrative Affairs), (dean.aa) 07-Aug-22 07:38:30 PM Prof. S. V. Kulkarni Member	Digital Signature Deputy Director FEA (dy.director.fea) 06-Aug-22 06:34:50 PM Prof. K. V. K. Rao Member	Digital Signature Deputy Director AIA (dy.director.aia) 06-Aug-22 07:02:55 PM Prof. S. Sudarshan Convener	

Recommendations for the Consolidated Salaries and Other Terms & Conditions of Service for the Temporary Non-teaching Staff

1. Pay Structure

The temporary non teaching staff pay levels are presently labelled as EA1, EA2, EA3, EA4, EO1, EO2, EO3, EO4, and EO5. The revised consolidated salaries computed on the basis of Base Salary (pay in the respective pay range) + Inflation Compensation (applicable % of Base Salary) are as given in Table I. Qualification and experience for full-time temporary staff in these levels shall be as prescribed in the RR&PP Scheme of the Institute as applicable to the equivalent level.

Note: The revision in salary and the corresponding salary structure shall have no bearing on regularization of services of temporary staff on consolidated salary.

2. Allowances and Entitlements

a) Health insurance: Premium up to Rs. 20,000/- for a family of up to four (self, spouse, and two dependent children), would be reimbursed to the temporary full-time employee on yearly basis. Employees in EA-1 level and EA-2 level may be given the option of receiving a cheque in favour of an Insurance Company against a quotation.

b) Inflation Compensation: The employees will be entitled to Inflation Compensation at the rate of admissible percentage of Dearness Allowance declared by the Govt from time to time. As on 1st Jan, 2022, the rate is 34% of Pay.

c) Out-of-Campus Allowance: Full-time temporary employees not allotted an Institute quarter/ not staying on campus will be eligible for Out-of-Campus Allowance, i.e., an amount equivalent to 27% of Base Salary.

d) Travel Allowance and Daily Allowance: TA/DA entitlements of the temporary employees will be at par with those of the permanent employees at the corresponding pay levels of VII PC.

e) NPS Benefits: A matching contribution to the NPS account of the full-time temporary employee will be made by the Institute subject to a maximum of 14% of Base Salary + Inflation Compensation (excluding any applicable allowances).

f) Group Term Insurance scheme applicable to Institute permanent staff shall also be applicable to all full-time temporary staff.

3. Leave Benefits

A full-time temporary employee will be eligible for 30 days of Earned Leave and 8 days of Casual Leave in a year. Unused earned leave may be encashed at the end of the employment following the same rules as for permanent staff.

4. Base Salary Fixation of the Existing Temporary Employees

The existing pay of temporary employees in the old structure will be multiplied by a factor of 0.76 and Base Salary will be fixed at a stage in the respective pay range equivalent or closest above of the arrived amount as the case may be.

Note: Since Inflation Compensation is now added as a part of the total consolidated salary, the multiplier of 0.76 is used for readjustment.

5. Base Salary Fixation for New Appointment

In case of a new appointment, Base Salary will be fixed at the minimum of the applicable pay range. The selection committee may fix Base Salary with additional increments based on years of experience of the candidate at the relevant level. In exceptional cases of candidates with extraordinary expertise, up to 5 additional increments may be given with approval of Competent Authority.

6. Annual Increment

An annual increment on Base Salary will be given on completion of each year of service.

7. Age Limit, Employment Duration, Extension, and Number of Positions

Age limit for recruitment to a temporary full-time non-teaching staff position will be the same as that for a permanent position at the corresponding level and function. In specific cases, relaxation may be permitted by Competent Authority prior to advertisement of the post. The contract duration will be for a period as approved by Competent Authority, not exceeding three years, ordinarily. Contract may be renewed subject to the continued requirement for the post and satisfactory performance of the employee, provided that such renewal period shall not ordinarily exceed one year. The duration of the first contract or the renewed contract shall be limited to the month in which the employee reaches the age of 60 years, except in the cases where it is explicitly mentioned. Exceptions may be made with due justification of the institutional need and by approval of Competent Authority (Dy. Director (AIA) for cases upto 65 years and the Director in cases beyond 65 years.

The total number of permanent and full-time temporary employees should not normally exceed the total sanctioned strength.

Salaries of retired Govt. employees/Institute employees, drawing pension, shall be governed by rules in this regard.

8. Age limit and Salary of Part-Time Employees

Base Salary of a temporary employee working on part-time basis will be at par with Base salary for full-time employment on a pro-rata basis. However, the Out-of-Campus Allowance, NPS, and Leave benefits will not be applicable. The upper age limit for such appointment shall be upto 60 years of age unless specified otherwise.

9. Salary of the Full-Time and Part-Time Temporary Medical Staff and Honorarium of the Visiting Specialists at the Hospital

The Pay Ranges of the full-time and part-time temporary Medical Staff and honorarium of Visiting Specialists at the Hospital (Doctors, Visiting Specialists, Visiting Super Specialists, Visiting Clinical Psychologists, Physio-therapists, Social Workers, and Optometrists) are given in Tables II and III, respectively.

The required qualification and experience are also provided in the same tables. Non-practice allowance (NPA) at such rates, as may be prescribed by the Govt. of India will be applicable only in the case of full-time doctors.

10. Part-time Sports Coaches and Music Teachers

The Pay Ranges, qualifications and honorarium in respect of Part-time Sports Coaches and Music Teachers for appointment in Student's Gymkhana are given in Table IV.

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<div data-bbox="172 1149 550 1265"><p>Digital Signature Dean (Administrative Affairs), (dean.aa) 07-Aug-22 07:37:59 PM</p></div> <p>Prof. S. V. Kulkarni Member</p>	<div data-bbox="611 1137 989 1254"><p>Digital Signature Deputy Director FEA (dy.director.fea) 06-Aug-22 06:35:15 PM</p></div> <p>Prof. K. V. K. Rao Member</p>	<div data-bbox="1053 1137 1431 1254"><p>Digital Signature Deputy Director AIA (dy.director.aia) 06-Aug-22 07:04:04 PM</p></div> <p>Prof. S. Sudarshan Convener</p>	

Table I**Levels and Consolidated Salaries for the Temporary Non-teaching Staff****Pay Ranges and Rate of Increment**

Level	Existing Salary Range	Existing Annual Increment	Existing Out of Campus Allowance	Proposed Pay Range	Inflation Compensation	Proposed Annual Increment	Proposed Out of campus allowance (Rs.)
EA1	18000-25200	1800	3000	18000-56900	34% of Base Salary as on 01.01.2022	3% of Base Salary rounded up to the nearest multiple of 100	27% of Base Salary
EA2	22000-35200	2200	3500	21700-69100	34% of Base Salary as on 01.01.2022	3% of Base Salary rounded up to the nearest multiple of 100	27% of Base Salary
EA3	36000-57600	3600	5000	35400-112400	34% of Base Salary as on 01.01.2022	3% of Base Salary rounded up to the nearest multiple of 100	27% of Base Salary
EA4	Proposed new level	Proposed new level	Proposed new level	47600-151100	34% of Base Salary as on 01.01.2022	3% of Base Salary rounded up to the nearest multiple of 100	27% of Base Salary
EO1	57000-79800	5700	7000	56100-177500	34% of Base Salary as on 01.01.2022	3% of Base Salary rounded up to the nearest multiple of 100	27% of Base Salary
EO2	68000-95200	6800	8000	67700-208700	34% of Base Salary as on 01.01.2022	3% of Base Salary rounded up to the nearest multiple of 100	27% of Base Salary
EO3	79000-110600	7900	10000	78800-209200	34% of Base Salary as on 01.01.2022	3% of Base Salary rounded up to the nearest multiple of 100	27% of Base Salary

EO4	124000-148800	12400	12000	123100-215900	34% of Base Salary as on 01.01.2022	3% of Base Salary rounded up to the nearest multiple of 100	27% of Base Salary
EO5	145000-174000	14500	12000	144200-218200	34% of Base Salary as on 01.01.2022	3% of Base Salary rounded up to the nearest multiple of 100	27% of Base Salary

Base Salary of the temporary teachers of KG School and Campus School is to be fixed as the following:

Pre-primary Teacher: At EA2 level with one increment.

Primary Teacher : At EA2 level with two increments.

Trained Graduate Teacher : At EA3 level.

Post Graduate Teacher : At EA3 level with one increment

The computation of Consolidated Salary shall include Base Salary in respective Pay range + Inflation Compensation

Pay calculation = Consolidated Salary + Out-of-campus allowance (if applicable)

Explanation :

1) Levels : Based on the job functions and qualification & experience requirements, there is correspondence between the existing levels for the temporary employees and the VI-PC GP and VII-PC Pay Levels (PL) for the permanent employees as follows:

Level	EA1	EA2	EA3	EA4	EO1	EO2	EO3	EO4	EO5
VI-PC GP	GP-1800	GP-2000	GP-4200	GP-4800	GP-5400	GP-6600	GP-7600	GP-8700	GP-10000
VII-PC PL	PL-1	PL-3	PL-6	PL-8	PL-10	PL-11	PL-12	PL-13	PL-14

The levels EAx correspond with Group 'B' & 'C' and Erstwhile 'D' and the second set of levels EOx correspond to Group 'A'.

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Table II**Salary for the Temporary Full-Time and Part-Time Medical Staff**

Sr. No.	Post	Qualification & Experience	Work Hour/Week	Pay Ranges & Increment	NPA (Rs.)
1.	Full-Time Medical Officer	MBBS, 1-year experience	40	(At par with E01, on pro-rata basis)	12000
2.	Part-Time Medical Officer	MBBS, 1-year experience	28	(At par with E01, on pro-rata basis)	NA
3.	Part-Time Dental Surgeon	BDS, 1-year experience	15	(At par with E01, on pro-rata basis) + 3000 for surgical work	NA
4.	Full-Time Physician	MD (Med.) 3-year experience	40	(At par with E03, on pro-rata basis)	16000
5.	Part-Time Specialist	MD or MS with relevant specialization such as Med, ObGyn, Ortho, DGO etc. 3-year experience	20	(At par with E03, on pro-rata basis)	NA
6.	Part-time Clinical psychologist	Msc/MA (Clinical Psychology), 2-year experience	20	(At par with E01, on pro-rata basis)	NA
7.	Part-Time Physiotherapist	BPT, 2-year experience	15	(At par with E01, on pro-rata basis)	NA
8.	Part-Time Social Worker	MSW, 3-year experience	15	(At par with E01, on pro-rata basis)	NA
9.	Optometrist	10+2 with 1 year Diploma in Optometry, 2-year experience	10	(At par with EA2, on pro-rata basis)	NA

***For additional work hours of the part-time medical staff, payments can be made on**

pro-rata basis.

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Table III**10. Honorarium of Visiting Specialists, Super Specialists, and Clinical Psychologists**

Sr. No.	Post	Qualification & Experience	Hours/ week	Honorarium Range (Rs.) Annual Increment (Rs.)
1.	Visiting Specialist	MD/ MS, 5-year experience	3	(at par with EO4, on pro-rata basis)
2.	Visiting Super Specialist	DM / MCh, 5-year experience	3	(at par with EO5 + 1 increment, on pro-rata basis)
3.	Visiting Clinical Psychologist	MSc/MA (Clinical Psychology), 8-years experience	3	(at par with EO2 + 3 increments, on pro-rata basis)
4.	Visiting Homeopath	BHMS, 6-years experience	3	(at par with EO2+3 increments, on pro-rata basis)

Note: For honorarium calculation, 3 work hours consist of 2-hour visit and 1 hour as compensation for travel.

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Table – IV
Honorarium of the Part-Time Sports Coaches & Cultural Instructors

Sr. No	Post	Qualification & Experience	Honorarium Range (Rs.) Annual Increment (Rs.)
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Aquatics Athletic Badminton Basketball Chess Climbing Wall Cricket Frisbee Hockey Kho-Kho Lawn Tennis Skating Squash Table Tennis Trekking Volleyball Weightlifting Yoga Indian Games Board Games Coach /Instructor/s	<p>Category 1: Master's Degree in Physical Education/Sports (such as MPE, MPES, M.Phil., PhD) or equivalent with 55% + 2 years of coaching experience.</p> <p>OR</p> <p>Bachelor's Degree in Physical Education/Sports (such as BPE, BPEd, BPES, BSM) with 55% and Diploma in Coaching in specific sport (1-Year Duration)/Sports Training + 4 years of coaching experience.</p> <p>Category 2: Bachelor's Degree (Any Degree) and Diploma in coaching (1-year duration) in specific sport + 4 years coaching experience.</p> <p>OR</p> <p>12th Std. Pass + 6 years of Coaching/Training experience in relevant sport + participation in State / National /All India Inter University competitions</p> <p>OR</p> <p>12th Std. Pass + 4 years of Coaching/Training in relevant sport + Represented the country in an International competition</p> <p>Category 3: Experience of 8 years in relevant sport + podium finish in Sr. Nationals / All India Inter University Competitions.</p> <p>OR</p> <p>Experience of 6 years in relevant sport + Represented the country in an International Competition.</p> <p>OR</p> <p>Experience of 7 years as coach of specific sport with State/National level teams + State / Government / Central Government sports awardees etc.</p>	At par with EO1, on pro-rata basis
1 2 3 4 5 6 7	Ballet Design teacher Dramatist Fine Arts Guitar Harmonium Kathak	<p>Category 1: Master's Degree in relevant subject (such as Fine Arts, Vocal, Music Instruments etc.) + 2 years experience in self-stage performance on TV/Radio / Program and teaching music / instruments / arts / Sr artists / star artists etc.</p> <p align="center">OR</p> <p>Bachelor's Degree in relevant subject (such as Fine Arts, Vocal, Music Instruments etc.) with</p>	At par with EO1, on pro-rata basis

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8	Keyboard Instrument	recipient of State/National award from reputed organization + 5 years experience in self-stage performance on TV/Radio / Program and teaching music / instruments / arts / Sr artists / star artists etc.	
9	Language Trainer	OR	
10	Photography Instructor	Sangeet Prabhakar / Visharad in music.	
11	Tabla	Experience of stage performances / TV / Radio Program and 2 years experience in teaching music / instruments / arts/ Sr./ Jr Artist etc. + Receiving awards from different National Organizations.	
12	Violin	Category 2: Bachelor's Degree with 4 years relevant experience in teaching music / instruments / arts/ Sr./ Jr Artist etc.	
13	Vocalist	OR 12 th Std. Pass + 6 years experience in performance in different programmes / Learning Gharanas / Teaching music/ Stage Shows / TV / Radio shows + Receiving awards from different State Organizations	At par with EA3, on pro-rata basis
		Category 3 : Stage / TV / Radio performance B Category artist having 6 years experience of teaching music / instruments / arts / Jr. Artist etc.	At par with EA2, on pro-rata basis

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