

# SRI BALAJI VIDYAPEETH

(ACCREDITED WITH 'A' GRADE IN THE FIRST CYCLE BY NAAC)

Pillaiyarkuppam, Pondicherry - 607 402



## **SBV POLICY ON SALARY INCREMENT FOR THE AWARDEES 2017**

# **SRI BALAJI VIDYAPEETH (SBV)**

(DEEMED -TO -BE- UNIVERSITY)

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<b>Date:</b> 02-05-2017	<b>Date:</b> 10-05-2017	<b>Date:</b> 19-05-2017  <b>BoM Approval:</b> 27-05-2017

**TITLE AND APPLICABILITY: SBV POLICY ON SALARY INCREMENT FOR RECOGNISING SPECIAL AWARDEES - 2017**

The Policy on Salary increment for recognizing the special awardees at the constituent colleges and centres of Sri Balaji Vidyapeeth (SBV) henceforth will be known as “**SBV POLICY ON SALARY INCREMENT FOR RECOGNISING SPECIAL AWARDEES - 2017**”

**PREAMBLE**

Continuous professional development of faculty members acts as an incentive to propel the activities and contributions of the faculty members. However the professional development would endear itself with the performance duly certified by the competent authority. However taking due cognizance of the faculty members who have been recognized with special awards for nodal contributions in their chosen field, SBV has framed a policy to promulgate additional increments to be given away over and above as that determined by both performance appraisal and focused schemes on career advancement. The additional credentials possessed by the faculty and recognition bestowed on them act as the driving force for greater performance in the frontiers of academics, research and patient care and consultancy services. This would necessitate the need for an exclusive policy to recognize the teaching faculty of SBV for receiving honours / awards at State / National / International levels.

**PURPOSE**

The purpose of the policy is to recognize the faculty of SBV who are the recipients of State/ National / International awards with commensurate increment as admissible by this policy

**SCOPE**

The scope of the policy centres around the provisions for duly taking into account the contributions of the faculty for which they are recognized at the level of the state/ national and international. The policy also retains under its scope SBV's commitment in ensuring that high performing faculty members who are recipients of awards are considered for increment in salary.

## **PROCEDURE**

The Categorization of awards acquire relevance in the recognition for the purpose of instituting awards. The following awards are recognized by SBV as per the recommendations of Adhoc committee constituted for the specific purpose,

### **State Level Award:**

- Life Time Achievement award
- Best physician / Best Faculty in Medicine/ Dentistry/ Nursing Sciences/ Pharmaceutical sciences / Allied Health Sciences award.
- Science and Technology award from the local government
- Women Scientist award from the local government.

### **National Level Award:**

- B.C. Roy award
- Padma Bhushan
- Padma Vibushan
- Padma Sri
- Young Scientist award in Science & Technology
- Women Scientist award
- Fellow of National Academy of Medical Sciences
- Fellow of DST/ DBT/ National academics.
- Bhatnagar award in Science & Technology.

### **International Level Award:**

- Noble / Noble - equivalent prize in the fields of Medicine/ Dentistry/ Nursing/ Allied Health Sciences/ Pharmaceutical Sciences.
- Fellowship by International bodies
- Award by WHO, UN Bodies etc.

### **Methodology of recognizing the Individual Faculty - Member**

- The full time faculty who receives any of the above mentioned award, will submit the proof of the same to the Dean of Research.
- A committee duly constituted under the Chairmanship of Dean - Research will scrutinize the applications received.
- The Committee will recommend the list to the Vice Chancellor for approval.
- The list once approved by the Vice Chancellor will be sent to the HR department with the recommendations.
- For any of the above mentioned State level awards, an increment of Two Percent in their Basic Pay of the faculty will be effected in addition to the other increments for which they are eligible.
- For any of the above mentioned National level awards, an increment of Three Percent in their Basic Pay of the faculty will be effected in addition to the other increments for which they are eligible.
- For any of the above mentioned National level awards, an increment of Five Percent in their Basic Pay of the faculty will be effected in addition to the other increments for which they are eligible.

**Note:** It is to be noted that, faculty cannot claim as a matter of right for any recognition under this scheme and this will be at the sole discretion of the Vice Chancellor / Administration.

### Constitution of the Committee

Sl. No	Designation	Role
1	Dean - Research, SBV	Chairperson
2	Dean - MGMCRI	Member
3	Dean - SSSMCRI	Member
4	Principal - IGIDS	Member
5	Principal - KGNC	Member
6	Director - CHPE	Member
7	Director - CYTER	Member
8	Registrar, SBV	Member
9	Sr. Personnel Manager, SBV	Member
9	Secretary to Chairman, SBV	Member Secretary

- The Committee will as and when more than 5 applications are received by the Chairperson of the Committee.
- If applications received are less than 5 in numbers, the committee can meet or decision can be taken through circulation.
- The Constitution of the committee is valid for five years and will be reconstituted once in five years.

## **ENQUIRIES**

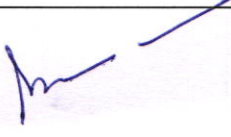
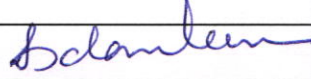
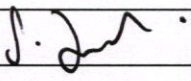

All enquiries, in confidence, should be addressed to the Legal Officer, SBV with a copy marked to the office of the Registrar.

## **APPELLATE AUTHORITY**

For all difficulties pertaining to this policy, the power to remove difficulties rests with the Vice Chancellor of SBV.





Sl.No	Role	Name	Designation	Signature
1	Prepared by	Mrs. Asha Suresh Babu	General Manager (Admin), SBV	
		Mr. Balamukunthan	Sr. Personnel Manager	
		Dr. Jaiganesh	Professor and Head of Physiology, MGMCRI, SBV	
		Mr. Joseph Naresh	Deputy Registrar, SBV	
2	Reviewed by	Mr. Ralph Alexander Matthews	Legal Officer & Head, HR	
		Dr. A.R. Srinivasan	Registrar, SBV	

Approved by: Dr.K.R. Sethuraman, Vice Chancellor, SBV:

