

## Allowances to the Contractual Employees

Remuneration of Contractual employees includes allowances like (i.e., DA, HRA, transport allowance and employer's NPS contribution)

A few allowances provided to the Contractual employees based on the Group A/B/C. These are:

### 1. Medical Allowance:

- A. Medical Allowance of Rs. 50,000 per annum may be provided to Chief of Administration.
- B. Medical Allowance of Rs. 20,000 per annum (Rs. 1666 per month) fixed may be provided to the Group A without presenting any kind of medical bill/ service for the treatment of self, spouse and children. This medical allowance will be decided by the BoG from time to time.

### 2. Telephone and Internet Allowance:

Telephone and Internet Allowance for a sum of Rs. 2500/- may be provided on monthly basis to the Group A.

## Allowances to the Permanent Non-Teaching Employees

1. **Basic Salary:** As per the Pay Matrix Level under 7<sup>th</sup> CPC.
2. **Dearness Allowance (DA):** As declared by the Government of India from time to time and accepted by the Competent Authority.
3. **House Rent Allowance (HRA):**
  - (a) As per the policy of the Government of India and as declared by the Government of India from time to time and accepted by the BOG.
  - (b) Employees provided with the residential accommodation by the institute will not be eligible for HRA and will have to pay the license fee as prescribed by the Institute from time to time.
  - (c) All rules on HRA announced by GOI from time to time are applicable to IIMU permanent employees.
4. **Transport Allowance:**
  - (a) As per the policy of the Government of India and as declared by the Government of India from time to time.
  - (b) Differently abled employees as mentioned in the GR dated 31.08.1978 and subsequent orders in respect of various categories as mentioned in the GR are to be paid transport allowance at double the normal rate.
5. **Medical Allowance:**

Medical Allowance of **Rs. 50000 per annum** (Rs. 4166 per month) fixed may be provided to the permanent employees without presenting any kind of medical bill/ service for the treatment of self, spouse and children. This medical allowance will be decided by the BoG from time to time.

6. **Telephone and Internet Allowance:**

- (a) Telephone and Internet Allowance may be provided on monthly basis as per the following monthly limits to the permanent non-teaching employees:

Sr.	Level	Telephone and internet allowance (Rs.)
(i)	Level 10 & above	Upto 2500
(ii)	Level 6 to 9	Upto 1000
(iii)	Level 1 to 5	Upto 500

**Allowances to Regular Faculty**

1. **Basic Salary:** As per Pay Matrix Level under 7th CPC.
2. **Dearness Allowance (DA):** As declared by the Government of India from time to time and accepted by the BOG.
3. **House Rent Allowance (HRA):**
  - a. As per the rules and policy of the Government of India declared from time to time and accepted by the BOG.
  - b. Employees provided with residential accommodation by the institute will not be eligible for HRA and will have to pay the license fee as prescribed by the Institute from time to time.
4. **Transport Allowance:**
  - a. As per the rules and policy of the Government of India declared from time to time and accepted by the BOG.
  - b. Physically Challenged employees as mentioned in the GR dated 31.08.1978 and subsequent orders in respect of various categories as mentioned in the GR are to be paid transport allowance at double the normal rate.
5. **Medical Allowance:**

Medical Allowance as decided by IIMU from time to time is provided without presenting any kind of medical bill/ service for the treatment of self, spouse, and children. **The current limit of the medical allowance is Rs.50000 per annum.** Medical allowance is also made available to the Professor of Practice and Full-time Visiting Faculty.

6. **Telephone/ Internet Allowance:**

Telephone/ Internet Allowance may be provided on monthly basis as per the monthly limits. The current monthly limit for faculty members is as follows:

**Mobile phone Allowance: Rs.1500 per month.**

**Internet Allowance: Rs. 1000 per month.**

Director may approve higher amount in case of genuine requirement. This allowance is also provided to the Professor of Practice and Full-time Visiting Faculty.

7. Incentives/ Ex-gratia payments may be given as per the Institute's policies approved by the BoG to all the faculty.