

AKSHAYA CHARITABLE TRUST

Bagavathipalayam Road, Kinathukadavu, Coimbatore - 642 109

Tel : +91 4259 242570-74 Fax : +91 4259 242570 Web: www.acetcbe.edu.in E-mail: info@acetcbe.edu.in

16.06.2011

Ref. :

Date :

Salary Policy for Employees of ACET

- Salary fixation is dependent upon post, qualification, experience as well as service of an employee at Akshaya College of Engineering and Technology.
- Based on the qualification and experience, salary and dearness allowance (DA) will be fixed for every staff member according to the norms of the Management. The revision of DA is left to the discretion of the Management.
- Salary of each staff member will be directly credited into designated bank account of the individual on or before 5th of every month.
- Payments of Monthly Salary shall be made after deductions under statutory provisions, such as Provident Fund, Income Tax, Professional Tax, other deductions as required by law from time to time.
- When offering an employee more than the minimum remuneration, the Management will review the salaries of similar positions in order to avoid creating any disparity among salaries of similar staff.

Scale of Pay:

- Scale of Pay applicable - Sixth Pay Commission for Teaching Staff with effect from 01.06.2011.
- A candidate is appointed to a post at the Institution provided the post is in accordance with the existing UGC / AICTE norms.
- The pay scales of teaching staff shall be fixed as per the scales given by the UGC / AICTE from time to time.

Teaching Category

Category (Engineering Discipline)	Scale of Pay
Assistant Professor	Rs.15,600 - 39,100 with Academic Grade Pay: Rs. 6,000/-.
Assistant. Professor (Senior Grade)	Rs.15,600 - 39,100 with Academic Grade Pay: Rs. 7,000/-.
Assistant. Professor (Selection Grade)	Rs. 15,600 - 39,100 with Academic Grade Pay: Rs. 8,000/-.

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Associate Professor	Rs. 37,400 - 67,000 with Academic Grade Pay: Rs. 9,000/-.
Professor	Rs. 37,400 - 67,000 with Academic Grade Pay: Rs. 10,000/-.
Librarian/Physical Director	Rs. 15,600 - 39,100 with Academic Grade Pay: Rs. 6,000/-.

The Increment amount will be awarded to the performers. Additional increment / incentives may be offered to the deserving staff based on their performance, outstanding work, irrespective of their qualification and experience.

Salary Policy for Non-Teaching, Technical and Administrative Staff:

S.No.	Position	Pay Band
1.	Junior Assistant/Accountant / Laboratory Assistant (Grade I).	3200-85-4900
2.	Laboratory Assistant (Grade II).	3050-75-3950-80-4950
3.	Maintenance Supervisor.	3200-85-4900
4.	System Administrator.	Rs. 15,600 - 39,100
5.	Office Manager.	5500-175-9000
6.	Placement Officer.	Rs. 15,600 - 39,100
7.	Placement Coordinator /Administrative staff.	Consolidated pay.

• Different Scales of Pay are sanctioned for the Non-Teaching, Technical and Administrative Staff considering their qualification and Grade. Dearness Allowance and HRA are also granted to them. Consolidated monthly salary is given to few employees. The terms and conditions of their appointment and remuneration shall be decided separately in each case.

For AKSHAYA CHARITABLE TRUST

CHAIRMAN

Chairman

For Akshaya Charitable Trust

Secretary

SECRETARY