

Benefits and incentives to Faculty Members and Staff of IITM Gwalior

A regular Faculty member and Staff of the Institute is entitled to the following benefits:

Career-long benefits:

➤ **House Rent Allowance**

Faculty and Staff members who stay outside the campus are entitled to "House Rent Allowance", @ 18 % of Basic Pay as per GoI norms.

➤ **Medical Benefits**

IITM Gwalior has its dispensary for the has signed MoU with five nearby hospitals which provides out-patient consultation. Faculty and Staff members and their listed dependents may use these facilities and services available without any charge.

➤ **Retirement benefits**

Faculty and Staff members are entitled to "New Pensions Scheme (NPS)", which includes 10 % of Basic Pay plus DA contribution of the individual.

➤ **Leave travel concession**

All Faculty, Staff and their dependent family members of the institute are entitled for "Leave Travel Concession" scheme of GoI, wherein one can travel once to visit hometown and once to any place in India, in a Block of 4 years. The Faculty and staff members are also entitled for encashment of Earned Leave (EL)(maximum 10 days at a time) while availing LTC. On joining, faculty and staff members are allowed to travel to their Hometown along with their dependent family members on three occasions in a block of four years and to any place in India on the fourth occasion. This facility is available to the faculty and staff members for initial two blocks of four years.

➤ **Children Education Allowance**

Reimbursement of Children Education Allowance/Hostel Subsidy can be claimed by faculty and staff members as per GoI norms.

Relocation expenses to Faculty members

Relocation expenses to faculty members are as per GoI norms. The Reimbursement is subject to an undertaking from the faculty member to serve IITM Gwalior for a period of two years.

➤ **Telephone Allowance**

All Group A officers of the institute are eligible for a telephone allowance as per GoI rules.

➤ **Faculty Initiation Grant (FIG)**

The faculty members of the institute are eligible for an amount of Rs 5lakhs over a period of 5 years from the date of joining the institute to assist them in their research and professional developments.

➤ **Cumulative Professional Development Allowance**

The faculty members of the institute are eligible for an amount of Rs 3lakhs over a block period of three years from the date of joining the institute to assist them in their research and professional developments.