



CHAPTER – 17

**31. Incentive and Rewards for exemplary work.**

(1) The Management may at its discretion grant incentives and / or rewards to any employees in recognition of their extraordinary work, for outstanding abilities & proficiency by sanctioning advance increments in the time scale of pay of the post held by them or in terms of cash or kind.

(2) In pursuit of motivating the faculty for presentation of papers or to publish research papers or various projects, an incentive in the nature of cash awards shall be sanctioned based on the category in the following order of priority provided that the journals shall have ISSN / ISBN No.

Sl.No.	Nature of Publication / Presentation
1	International Level publication
2	International Level presentation
3	National Level publication
4	National Level Presentation
5	State / University level Publication
6	State /University Level presentation

(3) In order to encourage the faculty to improve their academic qualification by acquiring specialized qualification or higher qualification like M.Phil, Ph.D and Post Doctoral which will have an impact on upgrading the standard of teaching, undertaking research and developmental activities and also extension activities, an increment as admissible under UGC/AICTE norms shall be sanctioned soon after acquisition of such qualification. Such faculty shall also be considered, at the discretion of the Management, for promotion to the higher posts against the existing vacancies.