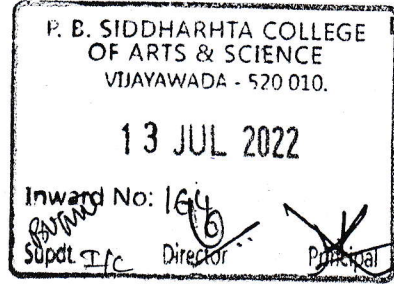


Siddhartha Academy of General & Technical Education

SIDDHARTHA NAGAR, VIJAYAWADA - 520 010

OC. No. 2128/2022
To

The Principal,
Parvathaneni Brahmayya Siddhartha
College of Arts & Science,
VIJAYAWADA.



Date :

12.07.2022

Sir,

Sub: Revision of salaries of unaided members of Teaching Staff on consolidated pay structure w.e.f. 01.06.2022 – communicated for implementation – reg.

Ref: This office earlier letter vide O.C.No.1873/2016 dt.05.08.2016

Further to this office letter cited, the Management, in tune with its policy, has decided to revise the salaries of unaided members of Teaching Staff on consolidated pay structure working in Parvathaneni Brahmayya Siddhartha College of Arts & Science w.e.f. 01.06.2022. The revised pay fixation statement is enclosed for implementation.

In addition to the same, it is further informed as follows:

- With effect from 01.06.2022, Teaching Staff who are awarded Ph.D. Degree on regular basis by any recognised University will be sanctioned an additional monthly allowance of Rs.3,000/- till further orders.
- Unaided lecturers who clear UGC NET will be given an additional monthly allowance of Rs.1,000/- till further orders.
- The Management will continue providing Cash incentives to all categories of Teaching Staff working in the College for publication of papers in indexed journals as given below w.e.f. 01.06.2022 in modification of earlier letter O.C.No.2668/17 dt.03.11.2017.

| Sl.No. | Publication category - Description | Revised Incentive from 01.06.2022 in Rs. |
|--------|---|--|
| a. | SCOPUS Indexed Journals (Without Thomson Reuter Impact Factor) | 5,000 |
| b. | Journals having <ol style="list-style-type: none">Thomson Reuter Impact Factor >1Thomson Reuter Impact Factor <1Higher incentives will be given to the publications in. SCI, SCIE, Web of Science etc. Journals | 8,000 6,000 |
| c. | UGC Approved Journals and Journals (National & International) having only ISSN Number | 1,500 |
| d. | Book publications/Chapter publication with ISBN and reputed publishing Houses | will be notified separately |

Contd....2


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- d) It is made amply clear that annual increments/future pay hikes/cash incentives will be granted not only on the basis of regular attendance to the College and class-room performance, but, in addition to the same, it is mandatory that each and every Teaching Staff member including those teaching Postgraduate Courses should actively do the following:
- i) Publish atleast one paper in indexed journals in each academic year
 - ii) should actively conduct Seminars and Workshops and participate atleast in 2 State/National Level Seminars organised in outside institutions besides taking part in such activities organised in the College.
 - iii) All the members of Teaching Staff should actively encourage students in co-academic and extra- curricular activities organised in the College.
 - iv) Each department must necessarily organise atleast 2 major academic activities in each academic year.
 - v) The College has to arrange Faculty Development Programme every year and it is compulsory for every member of Teaching Staff to participate in such programmes.
- e) Those who were already awarded Ph.D should continue their research work, have research scholars and create a conducive environment in the department for R&D-based activities.
- f) It is mandatory for every Professor/Associate Professor to apply for atleast one minor or major Project to the funding bodies every year. For funded Research Projects, an amount equivalent to 5% of the project cost will be given as an incentive.
- g) It is the bounden-duty of each and every member of Teaching Staff to sincerely work for the successful reaccreditation by NAAC/NBA, whatever applicable in a committed manner. Each member shall strive to get good ranking in NIRF/Surveys of reputed Periodicals/Journals etc.
- h) It is informed that no increments will be sanctioned after one year to such of the members of Teaching Staff including those teaching Postgraduate Courses who simply take class-work and do not make any significant contribution in the tasks stated above.

The Principal is requested to communicate these stipulations of the Management to each and every member of the Teaching Staff in the College and obtain consent for compliance.

Thanking you,

Yours cordially,



SECRETARY

Encl: Pay fixation Statement