



**Institute of Human Resources Development
Prajo'e Towers, Vazhuthacaud
Thiruvananthapuram-14**

EB3/15275/2018/HRD

Dated, 27.08.2020

CIRCULAR

Sub: IHRD – Allotment of fund for payment of salary/wages for the month of August 2020 – Payment of salary to the faculty engaged on consolidated pay basis into daily wages basis – further clarification issued – reg.

*Ref: 1. This office proceedings no. Fin.B2/3000/2020/HRD dated 28.08.2020.
2. This office proceedings of even no. dated 04.02.2019.*

In this office proceedings read as first paper above, fund for the payment of salary/ wages for the month of August 2020 was allotted and also clarified to release the salary of the consolidated pay into daily wages basis based on the actual duty attended by them since only online classes are going on due to Covid 19 pandemic as suggested by the Principals of certain Colleges of Applied Science. Now, certain head of institutions reported that, the wages now calculated is lower than that of the part-time faculty engaged on hourly remuneration basis. The above position has been examined in detail and clarified that the hourly rate of remuneration already fixed as per proceedings no. EB3/15275/2018/HRD dated 04.02.2019 (Copy of the order is attached for reference) may be paid to the full time guest faculty members engaged on consolidated pay basis till regular classes will be commenced since the workload is minimum for online classes due to the Covid 19 pandemic. The head of institution shall ensure the workload assigned to the faculty members. Further for proper scrutiny, the details of time table fixed, workload assigned to each faculty and details of work actually done may be forwarded to the following co-ordinators and IHRD Head Quarters as shown below:

1.	All Engineering Colleges	- Dr. Jacob Thomas V Principal, College of Engineering Chengannur (Coordinator of all Engineering Colleges)
2.	All Colleges of Applied Science	- Sri. Unnikrishnan Nair K Principal, College of Applied Sciences Dhanuvachapuram (Coordinator of all College of Applied Sciences)
3.	All Model Polytechnic Colleges & Technical Higher Secondary Schools	- Director IHRD, Thiruvananthapuram

The coordinators shall verify and furnish discrepancies if any before the end of every month for releasing wages.


2) This office proceedings read first paper above stands revised to the above extent.

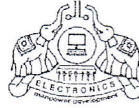
Sd/-
Dr.P.Suresh Kumar
DIRECTOR

To

- ✓ 1. All heads of institutions
2. Finance Officer
3. Finance Section
4. Stock file
5. Office copy

Approved for issue


Administrative Officer



Institute of Human Resources Development
Prajo'e Towers, Vazhuthacaud
Thiruvananthapuram-14

PROCEEDINGS

IHRD – Enhancement of remuneration to guest faculty members and other daily wages/ adhoc employees of IHRD – Sanction accorded – Orders issued.

No.EB3/15275/2018/IHRD

Dated, Thiruvananthapuram, 04th February 2019

- Read:-*
1. Resolution of the 99th meeting of the Executive Committee of IHRD held on 16.01.2019 (Item no. 9 & 10)
 2. Report of the Sub-committee, constituted by the Executive Committee, for the enhancement of remuneration of temporary/guest faculties and supporting staff including those engaged on daily wage basis, in all streams under IHRD.

ORDER

As resolved by the 99th meeting of the Executive Committee of IHRD in the minutes read above, sanction is accorded for the enhancement of 20% hike in the remuneration of guest faculty members, supporting staff/ministerial/LGS/ Data Entry Operator Trainees, etc under IHRD, based on the report of the Sub-Committee constituted for the purpose. The enhancement of remuneration shall be effective with effect from the remuneration paid from February 2019 onwards (ie. from 01.02.2019 onwards).

Sl. No.	Category	Existing Rate of Remuneration		Revised rate of Remuneration	
		Full time	Part time	Full time	Part time
1.	Professor in Engineering Colleges in Engineering subjects. (Retired hands with Ph.D having the qualification prescribed as per AICTE norms)	Rs.50,000/- per month	-	Rs.60,000/- per month	-
2.	Associate Professor in Engineering Colleges in Engineering subjects. (Retired hands with Ph.D having the qualification prescribed as per AICTE norms)	Nil	-	Rs.55,700/- per month	-

3.	Assistant Professor in Engineering Colleges in Engineering subjects. (as per AICTE norms)	Rs.21,600/- per month	-	Rs.25,920/- per month	-
4.	Part time Assistant Professor in Engineering Colleges in Engineering subjects. (having qualifications prescribed as per AICTE norms)	-	Hourly remuneration of Rs.300/- subject to a maximum of Rs.14,400/- per month	-	Hourly remuneration of Rs.360/- subject to a maximum of Rs.17,280/- per month
5.	Assistant Professor in Engineering Colleges in Arts & Science subjects.	Rs.18,600/- per month	-	Rs.22,320/- per month	-
6.	Part time Assistant Professor in Engineering Colleges in Arts & Science subjects.	-	Hourly remuneration of Rs.300/- subject to a maximum of Rs.14,000/- per month	-	Hourly remuneration of Rs.360/- per hour subject to a maximum of Rs.16,800/- per month
7.	Lecturer in Engineering & Non - Engineering subjects for CAS & MPT	Consolidated pay of Rs.16,000/- per month	Rs.300/- subject to a maximum of Rs.14,000/- per month	Consolidated pay of Rs.19,200/- per month*	Rs.360/- per hour subject to a maximum of Rs.16,800/- per month
* Consolidated pay of Rs.21,200/- is sanctioned for full time faculty having NET/Ph.D qualification awarded as per UGC regulations 2010.					
8.	Lecturer in Engineering & Non - Engineering subjects in THSS/RC/EC/SC/MFS	Consolidated pay of Rs.14,000/- per month	Rs.250/- per hour subject to a maximum of Rs.12,000/- per month	Consolidated pay of Rs.16,800/- per month	Rs.300/- per hour subject to a max. of Rs.14,400/- per month
9.	Lecturer in Engineering & Non - Engineering subjects in THSS/RC/EC/SC/MFS (Retired faculties from Govt./Aided Higher Secondary/VHSE/Polytechnic colleges)	-	-	Consolidated pay of Rs.17,800/- per month	Rs.300/- per hour subject to a max. of Rs.14,400/- per month

10.	Principal, CAS (Retired faculty from Govt./ Aided colleges)	Consolidated pay of Rs.25,000/- per month	-	Consolidated pay of Rs.30,000/- per month	-
11.	Principal, MPT (Retired faculty from Govt./ Aided colleges)	Consolidated pay of Rs.22,500/- per month	-	Consolidated pay of Rs.27,000/- per month	-
12.	Principal, THSS (Retired faculty from Govt./ Aided Higher Secondary/ VHSE/ Polytechnic colleges)	Consolidated pay of Rs.18,000/- per month	-	Consolidated pay of Rs.21,600/- per month	-
13.	Administrative Officer / Finance Officer/ Financial Consultant in IHRD Head Quarters	Consolidated pay of Rs.25,000/- per month	-	Consolidated pay of Rs.30,000/- per month	-
14.	Administrative Officer / Administrative Assistant in Engineering colleges	Consolidated pay of Rs.16,500/- per month	-	Consolidated pay of Rs.19,800/- per month	-
15.	Senior Superintendent	Consolidated pay of Rs.14,000/- per month	-	Consolidated pay of Rs.16,800/- per month	-
16.	Computer Programmer (Degree with PGDCA)	Rs.500/- per day of actual duty subject to a max. of Rs.12,000/-	Rs.200/- per hour subject to a max. of Rs.10,000/-	Rs.600/- per day of actual duty subject to a max. of Rs.14,400/-	Rs.240/- per hour subject to a max. of Rs.12,000/-
17.	Demonstrator/ Workshop Instructor/ Technical Store Keeper	Rs.500/- per day of actual duty subject to a max. of Rs.12,000/-	-	Rs.600/- per day of actual duty subject to a max. of Rs.14,400/-	Rs.240/- per hour subject to a max. of Rs.12,000/-
18.	Tradesman	Rs.400/- per day of actual duty subject to a max. of Rs.9,000/-	-	Rs.480/- per day of actual duty subject to a max. of Rs.10,800/-	-
19.	Office Assistant	Rs.400/- per day of actual duty	-	Rs.480/- per day of actual duty	-

20.	Overseer Gr. III	Consolidated pay of Rs.10,000/- per month	-	Consolidated pay of Rs.12,000/- per month	-
21.	Librarian Grade IV	Rs.400/- per day of actual duty subject to a maximum of Rs.9,000/-	-	Rs.480/- per day of actual duty subject to a max. of Rs.10,800/-	-
22.	Lab/ Library Assistant	Rs.350/- per day of actual duty subject to a max. of Rs.8,000/-	-	Rs.420/- per day of actual duty subject to a max. of Rs.9,600/-	-
23.	Driver	Rs.550/- per day of actual duty (Heavy/Light)	-	Rs.660/- per day of actual duty (Heavy/Light)	-
24.	Last Grade Servants (on Consolidated pay)	Consolidated pay of Rs.12000/-per month	-	Consolidated pay of Rs.14,400/- per month	-
25.	Last Grade Servants on daily wages	Rs.350/- per day of actual duty	-	Rs.420/- per day of actual duty	-
26.	Security Guard (Ex-service men only)	Rs.500/- per day of actual duty	-	Rs.600/- per day of actual duty	-
27.	Part time sweeper/ Part time sanitary worker/ Scavenger	Rs.250/- per day of actual duty	-	Rs.300/- per day of actual duty	-
28.	Medical Doctor (on part-time consultancy service) in Engineering Colleges under IHRD	Consolidated pay of Rs.10,000/- per month	-	Consolidated pay of Rs.12,000/- per month	-
29.	Expert faculty member from other institutions, representatives from Universities/ other institutions in various committees	Rs.500/- + TA per sitting	-	Rs.600/- + TA per sitting	-

30.	Stipend of Data Entry Operator Trainee	Rs.6,500/- per month (Rs.7,500/- for trainees having higher qualification, ie. Degree with PGDCA/ Certificate in Tally or B.Sc. Computer Science)	-	Rs.7,800/- per month (Rs.9,000/- for trainees having higher qualification, ie. B.Sc. Computer Science/ Degree with PGDCA/ Certificate in Computerized Financial Accounting awarded by Govt. / Quasi. Govt. organizations)	-
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Sd/-
Dr. P Suresh Kumar
DIRECTOR

To

1. All heads of Institutions under IHRD
2. Additional Director
3. Deputy Director
4. Administrative Officer
5. Finance Officer
6. Financial Consultant
7. All Section Heads
8. Finance B Section
9. S.F
10. O.C

Forwarded/ By Order

A. A. B. K.

Administrative Officer