



**Institute of Human Resources Development
Prajoe Towers, Vazhuthacaud
Thiruvananthapuram-14**

PROCEEDINGS

IHRD – Enhancement of remuneration of guest faculties/supporting staff and other daily wages/contract/adhoc employees of IHRD – anomaly in the consolidated pay of faculties having NET qualification as well as the calculation of the consolidated pay – anomaly rectified – Orders issued.

No.EB3/5971/2015/IHRD

Dated, Thiruvananthapuram, 08th September 2017

- Read:*** - 1. *This office proceedings of even No. dated 26.04.2017.*
2. *This office letter No. EA1/8291/2006/IHRD dated 22.10.2011.*
3. *This office proposal of even No. dated 17.08.2017 approved by the Ex-Officio Chairman/Vice-Chairman, Executive of IHRD on 17.08.2017.*

ORDER

In this office proceedings read as first paper above, sanction has been accorded for the enhancement of remuneration of guest faculties/supporting staff and other daily wages/contract/adhoc employees, paid trainees etc... with effect from 01.06.2017. At the time of revision, an anomaly has been crept that, consolidated pay of Rs.18000/- (Rupees Eighteen thousand only) has been sanctioned for full time faculties of Lecturer in Electronics/Computer (for College of Applied Science/Model Polytechnic College) alone having NET qualification. As such, this is an anomaly and the same will have to be removed. Further, as per the guidelines for the engagement of guest faculties it has been ordered that, the guest faculties/supporting staff is liable to attend all working days in a month and absence other than casual leave will be treated as loss of pay for which proportionate amount of 1/ no. of working days in the month of consolidated pay will be deducted for each absence. If the total no. of working days in any month is less than 20 days, the proportionate amount of 1/20 of the consolidated pay will be deducted for shortage of each duty. This has caused dissatisfaction in among the faculties/supporting staff and several representations have been received to rectify the anomalies. The above

position has been examined in detail and with the concurrence of Vice Chairman & the Chairman, Executive Committee of IHRD, the following further orders are issued subject to ratification by the Executive Committee of IHRD.

1. The faculties having NET qualification in College of Applied Science/ Model Polytechnic College is sanctioned the consolidated pay of Rs.18000/- (Rupees Eighteen thousand only) per month with effect from 01.08.2017.
2. The consolidated pay being paid to the guest faculties shall be calculated taking into account of the total days of the concerned month and absence other than casual leave will be treated as loss of pay for which proportionate amount of 1/total no. of days in the concerned month alone be will deducted for each absence.
3. The faculties on consolidated pay is eligible for 1 ¼ days of casual leave for each completed month.
4. The revised orders shall be effective from 01.08.2017.
5. This office proceedings read as first and second paper above stands revised to the above extent.

Sd/-
Dr.P.Suresh Kumar
DIRECTOR

To:-

1. *All Heads of Associate institutions*
2. *Additional Director*
3. *Deputy Director*
4. *Administrative Officer*
5. *Financial Consultant/Advisor*
6. *Finance Officer*
7. *All Section Heads*
8. *All Sections in Establishment Wing*
9. *CA I & II*
10. *SF*
11. *OC*

Forwarded/By Order
Sd/-
Administrative Officer