

## Minutes of the Meeting of the IIPS Faculty Time Consultancy Fee Committee

The committee constituted for this purpose met on 23 May and 28 May, 2018 to discuss the existing norms for consultancy fee for faculty time and decide on the modalities for revising the compensation for faculty time in view of the implementation of 7<sup>th</sup> pay commission order. After detailed discussion, the following are the recommendations of the committee:

1. The existing norms for faculty time allow for monthly consultancy fee as per actual provision in each of the externally/outside funded projects subject to a maximum of three times basic pay of the concerned faculty in a financial year. The committee decided to maintain this norm by considering the revised basic pay of 7<sup>th</sup> CPC subject to and actual provision in externally/outside funded projects and a maximum of three times basic pay.
2. The committee further decided that the faculty time consultancy payment of the respective projects is subject to the following share of distribution. Of the total consultancy fee in the respective projects, the faculty time consultancy fee shall be distributed as follows:
  - a) Consultancy Fee to Faculty (project coordinator) – 75 %
  - b) Fee to Directly involved Officers
    - Director – 3%
    - AR (Admin) - 3%
    - Fee to AFO - 3%
  - c) Fee to Staff and Faculty who are not getting consultancy from outside/externally funded projects – 16 %
3. If for a particular faculty, consultancy fee for faculty time exceeds the limit of 3 times of basic pay at any time in the financial year, then his/her consultancy fees shall be transferred to category c) of item 2, that is "Fee to Staff and Faculty who are not getting consultancy fee from any outside/externally funded projects".
4. In view of maximum limit of three times basic pay of the faculty varying according to levels of pay for Assistant Professor, Associate Professor and Professor, the committee further decided that the total provision of consultancy fee in each project shall be shared subject to maximum of monthly consultancy fee of:
  - a) Rs.20000/- for Assistant Professor
  - b) Rs. 30000/ for Associate Professor
  - c) Rs. 40000/- for Professor.

If there is provision in the project for any amount in excess of this upper limit for the faculty, the remaining amount may be transferred to category 2 (c. Including this, the share of category 2 b) & c) together will range from 25 to 40 percent, depending upon the number of projects and provision of faculty time in the respective projects.

5. One third of each of the above consultancy fee shall be paid to Institute's Development Funds (IDF) before making any payment to teaching and non-teaching staff.
6. Faculty time consultancy fee shall be paid quarterly/monthly as per provision in the respective projects. In some projects, budgeted money may be received after a year or so. In such situations, faculty consultancy fee may be paid for the respective financial year as per project tasks performed during the particular financial year.
7. Fee for category 2 c) - other staff and faculty not directly involved in outside/externally funded projects shall be paid once/twice in year as per availability of funds. The available pool of money in category 2 (c) shall be distributed in the ratio of 0.75, 1.0 and 1.5 for Group C, Group B and Group A category staff. Any amount remaining in category 2 (c) in a year may be carried forward to the next year.
8. The faculty time consultancy fee may be revised upwards whenever basic pay is revised as per Government norms.

Prof P. Arokiasamy, Chairman

*P. Arokiasamy*

Prof B. Paswan, Member

*B. Paswan*

Prof Sayed Unisa, Member

*S. Unisa* 8/6/18

Prof S. K. Singh, Member

*S. K. Singh* 8/6/18

Prof H. Lungdim, Member

*H. Lungdim*

Ms. Manjiri Rane (AR, Admin), Member

*Manjiri Rane* 8/6/18

Mr. R. Rathod (AFO), Member

*R. Rathod* 8/6/18

Approved.

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Officiating Director & Sr. Professor