



Chandigarh Group of Colleges

From: HR	To: All Concerned
Policy Note No: 07 Effective: 1 st July, 2017	Sub Key Area: <u>Guidelines on Qualification Up gradation Policy</u>

GUIDELINES ON Qualification Up gradation Policy In CGC

1. OBJECTIVE: In order to streamline the process of rationalization after up gradation of qualification, following guidelines will be considered with effect from 01-July-17.

This is to motivate and encourage faculty to upgrade educational qualifications in their respective field.

2. SCOPE: Applicable to all Teaching employees working in CGC at all levels in all the colleges.

3. UGC NET

If any employee qualifies UGC NET exam then 5% increase will be given on the current salary.

4. Ph.D. in Engineering & Technical Courses

If an employee completes his/her Ph.D. Degree, following criteria shall be applicable:

- From Universities/Institutes of eminence i.e. IITs/NITs: 15% increase on the current salary or Rs. 15,000/-P.M. and whichever is lower
- From 'A' Grade universities/Institutes i.e. Central Universities CSIR/Panjab University/Lucknow University: 12.5% increase on the current salary or Rs. 12,500/-P.M. and whichever is lower
- From State universities (Recognised by UGC): 10% increase on the current salary or Rs. 10,000/- P.M. and whichever is lower
- From Private universities (Recognised by UGC): 7.5% increase on the current salary or Rs. 7500/- P.M. and whichever is lower.

5. Ph.D. in Management

If an employee completes his/her Ph.D. Degree, following criteria shall be applicable:

- a) From Universities/Institutes of eminence i.e. IIMs/IITs: 12.5% increase on the current salary or Rs. 12,500/- P.M. and whichever is lower
- b) From 'A' Grade universities/Institutes i.e. Central Universities Panjab/Lucknow University: 10% increase on the current salary or Rs. 10,000/-P.M. and whichever is lower
- c) From State universities (Recognised by UGC): 7.5% increase on the current salary or Rs. 7500/- P.M. and whichever is lower
- d) From Private/Open universities (Recognised by UGC): 5% increase on the current salary or Rs. 5000/- P.M. and whichever is lower.

6. No increase shall be given on Ph.D. done from Blacklisted Universities. ¶

7. The above increase shall be given from the date of submission of Degree/Certificate in 'Original' to the HR department thru their respective Director/Principal & Campus Director. through

8. The increase given per month stands withdrawn if employee leaves the college before completion of one year from the date of applicable increase. In that case employee has to deposit back the entire amount at the time of leaving of college.

9. The management reserves the right to take a decision over and above this policy in special cases considering its merits and in the interest of the institute.

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