



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಬೆಳಗಾವಿ
("ವಿಟಿಯು ಅಧಿನಿಯಮ 1994"ರ ಅಡಿಯಲ್ಲಿ ಕರ್ನಾಟಕ ಸರ್ಕಾರದಿಂದ ಸ್ಥಾಪಿತವಾದ ರಾಜ್ಯ ವಿಶ್ವವಿದ್ಯಾಲಯ)



Visvesvaraya Technological University

(State University of Government of Karnataka Established as per the VTU Act, 1994)

"Jnana Sangama", Belagavi - 590 018, Karnataka, India

Establishment Section

1. **Category of employees:**
 - Statutory Officers
 - Permanent Teaching Staff
 - Permanent Non-Teaching Staff
 - Officers on Deputation
 - Guest Faculty
 - Visiting faculty
 - Contract Employees
 - Outsource Employees
2. **Employees Governed by (as the case may be)**
 - a) Visvesvaraya Technological University Act 1994
 - b) Visvesvaraya Technological University's Conduct of Employees Statutes, 2001
 - c) Visvesvaraya Technological University's Employee CCA Statute 2000
 - d) Karnataka Civil Service Rules (KCSR)
 - e) AICTE/UGC/State Govt. Norms
3. **Pay Scales**
 - a) State Govt. Pay Scale for permanent non teaching staff
 - b) AICTE Pay Scale for permanent teaching staff
 - c) Rs. 25,000/- p.m. for guest faculty
 - d) Rs.750/- per hour for visiting faculty
 - e) Consolidated pay
4. **Dearness Allowance**
 - a) As per State Govt. for permanent non teaching staff
 - b) As per AICTE for permanent teaching staff
5. **HRA, CCA and other allowances**

As per State Govt. for permanent teaching and non teaching staff
6. **Promotions (time to time)**
 - a) As per State Govt. norms through Departmental Promotion Committee for permanent non teaching staff
 - b) As per Career Advancement Scheme as prescribed by AICTE/State Govt. for permanent teaching staff
7. **Leave Benefits to permanent teaching and non teaching staff**
 - a) Earned Leave
 - b) Commuted Leave
 - c) Special Casual Leave
 - d) Paternity Leave
 - e) Maternity Leave
 - f) Child Care Leave
 - g) Study Leave
 - h) Other leaves as per KCS Rules (as applicable)

- 8. Benefits at the time of retirement/death to permanent teaching and non teaching staff**
- a) OPS/NPS as the case may be
 - b) Death cum Retirement Gratuity Benefit
 - c) Earned Leave Encashment
 - d) Compassionate Ground Appointment

- 9. Monetary Benefits as per KCS Rules to permanent teaching and non teaching staff**
- a) Annual Increments
 - b) Increments for Small Family Norms
 - c) Allowance for Differentially baled persons (PH allowance)
 - d) Special Increments for Sports achievements
 - e) Earned Leave Encashment
 - f) Festival Advance
 - g) Vehicle Purchase Allowance for Differentially baled persons
 - h) Medical Reimbursement as per Medical Attendance Rules of GOK.
 - i) Child Care Allowance
 - j) Time Bound Increments (non teaching staff)

- 10. Other welfare for employees**
- a) Health Centre and Regular Health Checkup
 - b) Sports Complex
 - c) Women Cell
 - d) SC/ST & OBC Cell

11. Work Allocation

Work allocation is made at the department level through concerned section head and as per department work and manpower in the concerned department.