

THAPAR INSTITUTE OF ENGINEERING AND TECHNOLOGY

(Deemed-to-be University under section 3 of UGC Act, 1956 vide
notification # F.9-12/84-U.3 of GoI)

PATIALA-147004, PUNJAB <http://www.thapar.edu>

PAY SCALES AND BENEFITS @ TIET

The Total Salary at TIET includes Basic Pay, Dearness Allowance (presently 17% of Basic Salary, as per Central Govt. DA), PF Management Share, Transportation Allowance, Medical Allowance, Communication Allowance, Academic Allowance and HRA. Following is a summary table for the salary structure* for various positions:

Position	Basic Salary (INR)	Minimum Annual Package (INR)
Professor	1,75,000	30,47,286
Associate Professor	1,50,000	26,21,083
Assistant Professor-III	1,10,000	19,38,678
Assistant Professor-II	92,000	16,38,075
Assistant Professor-I	78,000	14,02,474
Lecturer (Contractual)	71,500 (consolidated)	8,58,000 (consolidated)

**Higher salary may be considered for exceptionally bright candidates.*

In addition to the above salary package, following are other monetary benefits offered by TIET to the faculty members:

1. Professional Development Allowance (PDA): This allowance is given to regular faculty members of the rank of Assistant Professor and above. *This allowance is given on yearly basis and faculty members can accumulate this allowance up to 3 years. As of now, this allowance is:*

- INR 0.75 lakh for Professor and above;
 - INR 0.40 lakh for Associate Professor; and
 - INR 0.30 lakh for Assistant Professor
2. Reservation in admission in TIET for the wards of the employees on merit basis. Full fee waiver for one child for education in TIET and full fee waiver for 2nd child on merit basis.
 3. Gratuity and Leave Encashment
 4. L.T.C., and Group Medical Insurance
 5. Children Education Allowance
 6. Annual performance award scheme
 7. Initial Competitive Research Grant (seed money) up to INR 8 lakhs
 8. Support for participation in conferences abroad
 9. Laptop Computer
 10. Opportunity to collaborate and pursue Post-doc in top-ranked universities