Benefits and incentives to faculty of IIT Delhi

(July, 2023)

A regular faculty member of the Institute is entitled to the following benefits:-

- **Career-long benefits:**

  - In campus Housing: IIT Delhi is a residential campus and accommodation on campus is provisioned against license charges as per GoI norms. Faculty members who stay outside the campus are entitled to "House Rent Allowance", as per GoI norms. Leased accommodation outside the campus (when not available in Campus) is supported through reimbursement / payment of a monthly rent of upto Rs. 50,000/-.

  - Medical Benefits: IIT Delhi has its own Hospital (staffed by 12+ Doctors, Nurses, Pharmacists) within the campus which provides out-patient consultation, limited in-patient care. A well-stocked pharmacy disburses medicines prescribed by the Hospital. Faculty members and their listed dependents may use these facilities and services available without any charge.

  - Medical Insurance: - In addition to above, faculty members may opt for a group medical insurance policy towards procedures in listed hospitals limited to Rs. Five Lakhs.

  - Term Insurance: - Institute has adopted New Group Insurance Scheme (NGIS) for faculty members who have joined services on or after January 01, 2014. This scheme offers an Insurance risk coverage of Rs. 20,00,000/- at an biannually premium.
  - Retirement benefits: Faculty members who have joined after Jan 1, 2004 are entitled to "New Pensions Scheme (NPS)", which includes 10 % of Basic Pay plus DA contribution of the individual.
  - Leave travel concession: All Faculty members and their dependent family members of the institute are entitled to "Leave Travel Concession" scheme of GoI wherein the Institute underwrites the travel expense to one's home-town and anywhere in India every two years. Alternatively, one can travel once to visit hometown and once to any place in India, in a Block of 4 years. The Faculty members are also entitled for encashment of Earned Leave (EL) (maximum 10 days at a time) while availing LTC. On joining faculty members are allowed to travel to their Hometown along with their dependent family members on three occasions in a block of four years and to any place in India at the fourth occasion. This facility is available to the faculty members for initial two blocks of four years.

  - Reimbursement of telephone bills: Faculty members are eligible for reimbursement of telephone / mobile bills as per the following list:-

Pay level	Reimbursement limit
Level 15 & above	₹ 3,000 plus taxes per month
Level 14 & 14A	₹ 2,700 plus taxes per month
Levels 12, 13&13(A)	₹ 2,250 plus taxes per month
Level 11	₹ 1,200 plus taxes per month

- Subsidized loans for housing, computers, etc.: Faculty members are eligible to avail Housing loans upto Rs. 25,00,000/- to buy/build a house.
- Sabbatical leave: Other than leave as GoI officer in general, A faculty member may take upto one-year sabbatical leave with full pay once every six years (three times in entire service). During the period, he/she may engage with a university or industry in India or abroad as write books. He will be required to execute a Bond to serve the Institute for a minimum period of three years after joining duty after the sabbatical leave.
- Reimbursement of expenses to join IIT Delhi: A Reimbursement of Travelling expenses are made at the time of joining the institute as per entitlement for self and spouse and transportation of goods at actuals subject to a maximum limit of Rs. 1,25,000/- (One Lakh Twenty Five Thousand only) for candidates within India OR Rs. 2,50,000/- (Two Lakhs Fifty Thousand only) for candidates from abroad subject to production of documentary evidences. The Reimbursement is subject to an undertaking from the faculty member to serve IIT Delhi for a period of two years.
- Quick equipment grant for office/lab equipment: IIT will make available up to Rs. 1,00,000/- (Rupees one lakh only) in the form of grant to help faculty settle down with necessary equipment, which should be a Personal Computer and printer, for use by him/her in the office or a lab.

• Resources to help grow professionally

- Research grant to procure equipment, supplies: A start-up seed grant of up to ₹ 20,00,000 will be available to faculty joining to develop infrastructure in the area of his/her expertise to set research goals for oneself.
- The Institute also provide an additional matching grant upto ₹ 30,00,000 for equipment against funding external agencies. These grants are to be availed within 3 years of joining. The strategic goal of this fund is to target for bigger projects.
- Professional Development Allowance (PDA): Rs.3.0 lakh is available to each faculty member for a block of 3 years with a provision to carry forward the unspent balance to next block of three years to support the following:

  - Attending international conferences/symposiums
    Attending national conferences/symposiums
  - Purchase of books and other contingent items
  - Membership of Professional Societies

- Young Faculty Incentive Fellowship Scheme (YFIF)- On the basis of the recommendation of the Selection Committee YFIF is granted (sponsored by Alumni or Industry). The newly recruited young faculty members (in the level of Assistant Professor) is granted an honorarium of Rs.25,000/- per month which is over and above the salary admissible to them till attaining the pay level 13A1 or 3 years from the date of joining whichever is earlier.

- Sourcing, managing funds for R&D projects: The Institute helps faculty to seek research projects and consulting assignments from industry and from funding agencies in India and abroad.
- Faculty members are eligible for Chair Positions that entitle them to a grant of ₹ 5,00,000 per annum for a period of 3 years, extendable up to 5 years which includes a maximum of Rs. 25,000/- per month honorarium per months and of rest available with Professional Development Fund (PDF) managed by the R&D unit of IIT.
- Institute bestows Faculty Research Awards to faculty members, across designations, in recognition of their significant research contributions
- Transfer of Ongoing Fellowships & sponsored research projects from other institutes to IIT Delhi:- After joining as Faculty at IIT Delhi, research project which was in operation at the previous institute with consent can be transferred.

The following are some of the external funding agencies where a faculty members may seek research funding:-

- Science and Engineering Research Board (SERB), Department of Science and Technology.- Startup research grant. (http://www.serb.gov.in/srgg.php)
- Department of Atomic -DAE-Young Scientist's Research Award (https://indiabioscience.org/grants/dae-young-scientists-research-award-ysra)
- Department of Biotechnology -Biotechnology Career Advancement and Re-orientation programme (http://www.dbtindia.nic.in/women-scientist-scheme/biotechnology-career-advancement-re-orientation-programme/)
- Council of Scientific and Industrial Research-Young Scientist Award (http://csirhrdg.res.in/ysa1.htm)
- Indian National Science Academy-INSA Medal for Young Scientists (http://insaindia.res.in/aa4young1.php)
- Indian Academy of Sciences- Associateship: Associate of Indian Academy of Sciences (https://www.ias.ac.in/Fellowship/Associateship/)
- National Academy of Sciences-NASI Scopus Young Scientist Award (http://www.nasi.org.in/)
- The Indian Science Congress Association- Young Scientist Awards (http://www.sciencecongress.nic.in/young_scientists_awards.php)
- Oxford Instruments – Young Nano scientist India Awards (https://www.ntforum.in/#award2019)
- Department of Biotechnology-National Bioscience Awards for Career Development, The Innovative Young Biotechnologist Award (IYBA) & National Women Bio-Scientist Awards (http://www.dbtindia.nic.in/funding-mechanism/awards/)

- Indian National Academy of Engineering- Young Engineer Award (https://www.inae.in/inae-young-engineer-award-2018/)
- The Institute of Engineers- IEI Young Engineers Award (https://www.ieindia.org/webui/IEI-Activities.aspx#young-engineering-awards)

	Summary of All Posts Cadre/ Hierarchy Wise		
	Administration Cadre		
Group	Designation	Pay level as per 7th CPC	No. of Posts
A	Registrar	Level 14	1
	Deputy Registrar	Level 12	14
	Assistant Registrar	Level 10	23
B	Deputy Administrative Officer	Level 8	40
	Assistant Administrative Officer	Level 6	65

C	Administrative Assistant	Level 5	118
	Total in this cadre		**261**
	Accounts / Audit Cadre		
B	Accounts and Audit Officer	Level 8	06
	Junior Accounts and Audit Officer	Level 6	12
C	Accounts and Audit Assistant	Level 5	30
	Total in this cadre		**48**
	Technical Cadre		
A	Principal Technical Officer	Level 12	10
	Technical Officer	Level 10	35
B	Deputy Technical Officer	Level 8	55
	Junior Technical Officer	Level 6	90
C	Technical Assistant	Level 5	150
	Total in this cadre		**340**
	Library Cadre		
B	Library Information Officer	Level 8	2
	Senior Library Information Assistant	Level 6	4
C	Library Information Assistant	Level 5	6
	Total in this cadre		**12**
	Estate & Works Cadre		
A	Institute Engineer	Level 14	1
	Superintending Engineer	Level 13	2
	Civil Cadre		
A	Executive Engineer (Civil)	Level 11	4
	Assistant Executive Engineer (Civil)	Level 10	6
B	Assistant Engineer (Civil)	Level 8	6
	Junior Engineer (Civil) Two positions reserve for JE (Civil), Sanitary Inspector.	Level 6	12
	Electrical Cadre		
A	Executive Engineer (Electrical)	Level 11	2
	Assistant Executive Engineer (Electrical) [One post reserved for AEE (HVAC]	Level 10	5
B	Assistant Engineer (Electrical)	Level 8	4
	Junior Engineer (Electrical)	Level 6	6
B	Architect	Level 6	1

B	Horticulture Officer	Level 6	1
B	Fire Officer	Level 6	1
A	Safety Officer (central cadre)	Level 10	1
	Total in this cadre		**52**
	Security Staff Cadre		
A	Chief Security officer	Level 12	1
	Security Officer	Level 10	2
B	Deputy Security Officer	Level 8	3
	Assistant Security Officer	Level 6	4
C	Security Inspector	Level 5	8
	Total in this cadre		**18**
	Hospital cadre		
A	Medical Officer	Level 10	11
	Medical Officer (Homeopathy)	Level 10	1
	Medical Officer (Psychiatry)	Level 10	1
	Medical Officer (Dental)	Level 10	1
B	Staff Nurse	Level 7	7
B	Physiotherapist	Level 6	2
	Total in this cadre		**23**
	Pre-Primary Teacher Cadre in Nursery School		
B	Assistant Teacher (Nursery)	Level 6	5
	Total		**5**
	Sports Administration Cadre		
A	Additional Sports Officer	Level 11	1
	Joint Sports Officer	Level 10	1
B	Dy. Sports Officer	Level 8	2
	Assistant Sports Officer	Level 6	3
	Total in this cadre		**7**
	Hospitality and Caretaking Cadre for Hostels / Guest House / Institute		
	Hospitality		
B	Senior Superintendent (Hospitality)	Level 9	2
B	Superintendent (Hospitality)	Level 8	5
	Junior Superintendent (Hospitality)	Level 6	10
C	Hospitality Assistant	Level 5	15
	Caretaking		

B	Senior Superintendent (Caretaking)	Level 9	1
B	Superintendent (Caretaking)	Level 8	2
	Junior Superintendent (Caretaking)	Level 6	5
C	Assistant (Caretaking)	Level 5	8
	Total		**48**
	Counselling Cadre		
A	Senior Counsellor	Level 12	1
	Counsellor	Level 10	2
B	Junior Counsellor	Level 6	3
	Total		**6**
	Rajbhasha Cadre		
A	Hindi Officer	Level 10	1
B	Senior Hindi Translation Officer	Level 7	1
	Junior Hindi Translation Officer	Level 6	2
	Total		**4**
	Office of Career Services Cadre		
A	Industrial Liaison Officer	Level 12	1
	Training and Placement Officer	Level 10	1
	Career Counsellor	Level 10	1
	Total		**3**
	Public Relation Cadre		
A	Public Relation Officer	Level 10	1
	Total		**1**
	Cadre in CSC (Core)		
A	Principal Systems Analyst	Level 12	1
	Senior Systems Analyst	Level 10	2
B	Systems Analyst	Level 8	4
	Application Analyst	Level 6	8
	Total		**15**
	ETSC Cadre		
A	Programme Coordinator	Level 12	1
	Assistant Programme Coordinator	Level 10	2
B	Production Manager	Level 6	3
C	Production Assistant	Level 5	5
	Total		**11**
	Grand Total		**854**