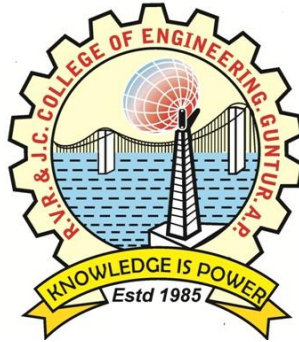


R.V.R. & J.C.COLLEGE OF ENGINEERING (Autonomous)
Chowdavaram, Guntur-19



WELFARE MEASURES
for
STAFF & STUDENTS

Welfare measures for staff members:

Following are the incentives for the faculty members to publish Papers in quality journals with effect from 01-07-2023.

1) Incentives for Publications / Seminars / Conferences / Books Publishing:

1.	Publication of papers in International journals indexed by SCOPUS.	Rs.6,000/-
2.	Publication of papers in International journals indexed by Web of Science	Rs.8,000/-
3.	Publication of papers in International journals indexed by SCI, SCIE.	Rs.15,000/-
4.	Publication of books related to Engineering and Technology/ Science by recognized international publishers	Rs.50,000/-
5.	Publication of books related to Engineering and Technology/ Science by recognized national publishers	Rs.30,000/-
6.	Publication of book chapters related to Engineering and Technology/Science by recognized international publishers (Indexed as Book Chapter)	Rs.6,000/-
7.	National conference conducted by IITs/ NITs/ IIITs/ Central Universities/ National R&D Institutions	Registration fee (amount limited to Rs.5000/-)
8.	National conference conducted by state universities and recognized societies/chapters	Registration fee (amount limited to Rs.3000/-)
9.	International conference conducted in India by IITs/NITs/ IIITs/Central Universities/ National R&D Institutions	Registration fee (amount limited to Rs.10,000/-)
10.	International conference conducted by reputed Institutions/ Universities / Organizations abroad	Registration fee (amount limited to Rs.25,000/-)

- i) In case of multiple authors total amount to be distributed equally among the authors. Distributed part payment will be paid to the author belongs to the institution only.
- ii) A faculty member who participates in national/ international conferences must present a paper orally in the conference and eligible for incentive subject to the condition that the paper has been published in the proceedings of the conference.
- iii) Incentives for NPTEL courses: Against submission of (i) NPTEL Gold Certificate Rs.3,000/-, (ii) NPTEL Topper Certificate Rs.5,000/- and (iii) NPTEL Domain Certificate (6 courses)Rs.20,000/-.
- iv) Each faculty member is eligible to get incentives for a maximum of two conferences attended in an academic year.

2) Incentives for Patents:

Patents in the name of the College	Patent shall be in the name of RVR & JC College of Engg., and limited to four staff members only , subject to a maximum incentive of Rs.60,000/- per Patent, which will be reimbursed in the following stages: i) <u>1st stage</u> :- An incentive of Rs.10,000/- will be paid against submission of proof of publishing the Patent and also proof of payment of examination fee. ii) <u>2nd & final stage</u> :- An incentive of Rs.5000/- will be paid against submission of proof of grant of the Patent.
Patents in the name of the faculty	i) <u>1st stage</u> :- An incentive of Rs.2000/- will be paid against submission of proof of publishing the Patent and also proof of payment of examination fee. ii) <u>2nd & final stage</u> :- An incentive of Rs.1000/- will be paid against submission of proof of grant of the Patent.

3) Incentives for Research Projects / Seminars / FDP Grants:

Seminar Grant / FDP etc., sponsored by Government agencies	<ul style="list-style-type: none">i) An incentive of Rs.5,000/- will be paid. The total grant amount is below Rs.1,00,000/-.ii) An incentive of Rs.7,500/- will be paid. The total grant amount is between Rs.1,00,000/- and Rs.2,50,000/-.iii) An incentive of Rs.10,000/- will be paid. The total grant amount is above Rs.2,50,000/-.
Research Projects sponsored by government agencies	<ul style="list-style-type: none">i) An incentive of Rs.10,000/- will be paid. The total grant amount is below Rs.5,00,000/-.ii) An incentive of Rs.20,000/- will be paid. The total grant amount is in between Rs.5,00,000/- and Rs.10,00,000/-.iii) An incentive of Rs.30,000/- will be paid. The total grant amount is in between Rs.10,00,000/- and Rs.20,00,000/-.iv) An incentive of Rs.40,000/- will be paid. The total grant amount is in between Rs.20,00,000/- and Rs.50,00,000/-.v) An incentive of Rs.50,000/- will be paid. The total grant amount is in between Rs.50,00,000/- and Rs.1,00,00,000/-.vi) An incentive of Rs.75,000/- will be paid. The total grant amount is above Rs.1,00,00,000/-.

In addition to the above, the following benefits are extended to the staff:-

- (1) for attending seminars, paper presentations, publications in journals, treating their absence as 'on duty'.
- (2) Three additional increments for acquiring Ph.D., in Engineering and two additional increments for acquiring Ph.D., in non-engineering to the Teaching Staff.
- (3) Two additional increments to non-teaching staff for acquiring higher qualifications.
- (4) Sanctioned one additional increment to all Non-teaching Staff in connection with Decennial Celebrations in the year 1999-2000 and Sanctioned one additional increment to all the Non-teaching Staff in 2011-12 in connection with the Silver Jubilee Celebrations.
- (5) Implementation of Automatic Advancement Scheme to Teaching Staff on completion of every 8 years of regular service in the same cadre i.e. enhancing of AGP from Rs.6000/- to Rs.7000/-.
- (6) Implementation of Automatic Advancement Scheme to Non-teaching Staff on completion of every 8 years of regular service in the same cadre i.e. sanction of one additional increment.
- (7) Implementation of Gratuity Scheme to teaching and non-teaching staff.
- (8) Personal Accident Insurance Policy made to all the staff members (for all HODs, Professors, Deans – Rs.5.00 lakhs; Conveners of all Committees – Rs.4.00 lakhs; all teaching staff – Rs.3.00 lakhs; all non-teaching staff – Rs.2.00 lakhs; all daily wage staff – Rs.1.00 lakh).
- (9) Reimbursement of 50% of tuition fee to the teaching staff doing M.Tech., through SSS programme (so far 9 persons have acquired).
- (10) Deputation for M.Tech., (12 members availed the opportunity)

- (11) Provided opportunity for 18 persons to prosecute M.Tech., in the college itself.
- (12) Grant of lien without pay to do Ph.D.
- (13) Reimbursement of 50% tuition fee to non-teaching staff for higher studies.
(11 members acquired MCA degree; 2 members acquired B.Tech and 7 members doing B.Tech., 10 members doing diploma; 1 member doing ITI; 1 member acquired M.Tech.; 3 members pursuing M.Tech.; 3 members acquired M.L.I.Sc., 13 members acquired degree-B.A., / B.L.I.Sc. 2 members acquired M.Sc., and also 2 members doing M.Sc., A total of 8 members deputed for Auto-Cad / P.G.D.Lan Training programme with reimbursement of registration fee.
- (14) Extending PF scheme to all the eligible staff.
- (15) ESI Facility to all eligible staff members.
- (16) 15 days casual leave per year for both teaching and non-teaching staff.
- (17) 15 days earned leave per year for teaching staff
- (18) 30 days earned leave per year for non-teaching staff
- (19) 20 days half-pay medical leave (10 full days) with pay for both teaching and non-teaching staff
- (20) Two months maternity leave to women teaching and non-teaching staff
- (21) Grant of compensatory leave to both teaching and non-teaching staff

Welfare measures for students:

- (1) Award of Poor & Merit Scholarships to the poor and meritorious students @ Rs.20,000/- for each student per annum, i.e. a total of Rs.80,000/- during the period of his study in the college, in an average of 200 students per annum benefitted under the Poor & Merit Scholarship. A total of Rs.3,81,63,000/- was disbursed among 2,394 beneficiaries under the above scheme up to the academic year 2022-23.
- (2) Giving Gold Medals as Endowment Awards to the Toppers in each branch of UG & PG.
- (3) Rs.50,000/- in the memory of late Dr.A.Sudhakar, Ex-Principal is awarded for best two Student Innovations, every year with cash prize of Rs.30,000/- and Rs.20,000/-.
- (4) Projects funding for fabrication projects in the final year B.Tech., as per the recommendations of the HOD.
- (5) Funding support as Ignition Grant for the development of Innovative Proto-types as per the recommendations of authentic committee, which may be converted into start-ups.
- (6) Reimbursement of expenditure in full for publication of papers in journals, approved projects.
- (7) Reimbursement of one-way fare to the students for attending seminars/sports/cultural/extra-curricular activities.
- (8) Free transportation to the nearest industrial tours.
- (9) Running of college buses, boys hostel, girls hostel at affordable rates of Rs.11,000/- for bus and Rs.45,000/- for hostels (boarding & lodging) for the academic year 2023-24.
- (10) Personal Accident Insurance Policy (sum assured Rs.1.00 lakh) made to all the students.
- (11) Canteen food at subsidized rates.
- (12) Dispensary with free medicines and Doctor in the college and hostels.
- (13) Purified drinking mineral chilled water in the College and hostels.
- (14) Campus Bank.
- (15) Computer, Library and Internet facilities at the City Centre in Guntur town; Computer facility for boys and girls in the hostels. Gym facility in the hostels for boys and girls.
- (16) Financial support for CRT programmes.
- (17) Subscription to e-Journals worth Rs.32,35,000/-