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:**

<table>
<thead>
<tr>
<th>No.</th>
<th>Description</th>
<th>Incentive</th>
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<tbody>
<tr>
<td>1.</td>
<td>Publication of papers in International journals indexed by SCOPUS.</td>
<td>Rs.6,000/-</td>
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<td>2.</td>
<td>Publication of papers in International journals indexed by Web of Science</td>
<td>Rs.8,000/-</td>
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<td>3.</td>
<td>Publication of papers in International journals indexed by SCI, SCIE.</td>
<td>Rs.15,000/-</td>
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<td>4.</td>
<td>Publication of books related to Engineering and Technology/ Science by recognized international publishers</td>
<td>Rs.50,000/-</td>
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<td>5.</td>
<td>Publication of books related to Engineering and Technology/ Science by recognized national publishers</td>
<td>Rs.30,000/-</td>
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<td>6.</td>
<td>Publication of book chapters related to Engineering and Technology/Science by recognized international publishers (Indexed as Book Chapter)</td>
<td>Rs.6,000/-</td>
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<td>7.</td>
<td>National conference conducted by IITs/ NITs/ IIITs/ Central Universities/ National R&amp;D Institutions</td>
<td>Registration fee (amount limited to Rs.5000/-)</td>
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<td>8.</td>
<td>National conference conducted by state universities and recognized societies/chapters</td>
<td>Registration fee (amount limited to Rs.3000/-)</td>
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<tr>
<td>9.</td>
<td>International conference conducted in India by IITs/NITs/IIITs/Central Universities/ National R&amp;D Institutions</td>
<td>Registration fee (amount limited to Rs.10,000/-)</td>
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<tr>
<td>10.</td>
<td>International conference conducted by reputed Institutions/Universities / Organizations abroad</td>
<td>Registration fee (amount limited to Rs.25,000/-)</td>
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</table>

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:**

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) **1st stage:** 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) **2nd & final stage:** An incentive of Rs.5000/- will be paid against submission of proof of grant of the Patent.

Patents in the name of the College

i) **1st stage:** 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) **2nd & final stage:** 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:

<table>
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<tr>
<th>Incentives</th>
<th>Description</th>
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<tbody>
<tr>
<td>Seminar Grant / FDP etc.</td>
<td>i) An incentive of Rs.5,000/- will be paid. The total grant amount is below Rs.1,00,000/-.&lt;br&gt;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/-.&lt;br&gt;iii) An incentive of Rs.10,000/- will be paid. The total grant amount is above Rs.2,50,000/-.</td>
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</table>
| Research Projects sponsored by government agencies | i) An incentive of Rs.10,000/- will be paid. The total grant amount is below Rs.5,00,000/-.<br>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/-.<br>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/-.<br>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/-.<br>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/-.<br>vi) An incentive of Rs.75,000/- will be paid. The total grant amount is above Rs.1,00,00,000/-.<br>

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.


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/-