Thapar Institute of Engineering & Technology
Deemed to be University

THAPAR INSTITUTE
OF ENGINEERING & TECHNOLOGY
(Deemed to be University)

Compensation Structure and Benefits

The total compensation package includes:

- Basic Pay (**Professor**: 1,75,000; **Associate Professor**: 1,50,000; **Associate Professor**: 1,31,400; **Assistant Professor-III**: 1,10,000; **Assistant Professor -II**: 92,000; **Assistant Professor** – I: 78,000)
- Dearness Allowance (as per Central Government rates)
- House Rent Allowance (HRA)
- Transportation Allowance
- Medical Allowance
- Communication Allowance
- Academic Allowance
- Provident Fund

Other Benefits

1. **Professional Development Allowance (PDA):** Entitled to Faculty on Regular Rolls. Annualized allowance (cumulative up to 5 years)

Year of Block Period	Maximum Cumulative Expenditure Permitted	Utilization Deadline
1st Year	₹ 75,000	Till April 2027
2nd Year	₹ 1,50,000	Till April 2028
3rd Year	₹ 2,25,000	Till April 2029
4th Year	₹ 3,00,000	Till April 2030
5th Year	₹ 3,75,000	Till April 2031

2. Group Medical Insurance (Rs. 6,00,000) & Group Accident Insurance (Rs. 10,00,000).
3. Children Education Allowance.
4. Leave Travel Concession.
5. Gratuity, Provident Fund and Leave Encashment.
6. Annual Research Incentive Scheme.
7. Initial Competitive Research Grant (seed money) up to INR 8,00,000 lakhs.
8. Reservation in TIET admissions for a maximum of two children & spouse of the employee under TIET Employee quota with entitlement for scholarship equivalent to 100% of Tuition & Development fee for UG, PG and PhD programs. Other terms & conditions as per the policy.
9. Support for participation in International Conferences.
10. Opportunity to collaborate and pursue Post-Doctoral Fellowship in top-ranked International Universities.
11. Leave Entitlement
    a) Earned Leave: For every 2 days worked during vacation, 1 day EL is credited. Maximum 30 EL can be earned.
    b) Casual Leave: 8 days
    c) Academic Leave: 10 days
    d) Maximum accumulation: 120 days. Any credit exceeding 120 days' limit shall be encashed on a yearly basis (maximum encashment can only be for 15 days/ year). The total encashment during entire tenure of employee shall be limited to 300 days (including accumulated earned leave).