

राष्ट्रीय प्रौद्योगिकी संस्थान, उत्तराखण्ड  
NATIONAL INSTITUTE OF TECHNOLOGY, UTTARAKHAND

Ref. No. NITUK/Estt./00/2019/001/A-389

Date: 29 JUN 2019

OFFICE ORDER

**Subject: Incentive for acquiring fresh higher qualifications, in the 7<sup>th</sup> CPC Scenario.**

In compliance to Finance Committee agenda item no. FC 17.15, which stands approved vide BoG Agenda item no. BoG.21.12, the OM no.1/5/2017-Estt (Pay-I) dated 15.03.2019 issued by DOPT, Govt. of India, is hereby implemented as follows for the Non-Teaching Staff:

S.No.	Fresh higher qualification acquired	Incentive for acquiring fresh higher qualifications (one time lump-sum rates) (In ₹)
1.	Ph.D. or equivalent	₹30,000
2.	PG Degree/Diploma of duration more than one year, or equivalent	₹25,000
3.	PG Degree/Diploma of duration one year or less, or equivalent	₹20,000
4.	Degree/Diploma of duration more than three years, or equivalent	₹15,000
5.	Degree/Diploma of duration three years or less, or equivalent	₹10,000

The grant of incentive for acquiring fresh higher qualifications, as per one-time lump-sum rates by a Government employee shall be permissible for courses in fields that are directly relevant to the employee's job.

The criteria/guidelines for granting of incentive for acquiring fresh higher qualifications are as under:

- The incentive will not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post.
- No incentive shall be allowed for acquiring higher qualification purely on academic or literary subjects. The acquisition of the qualification should be directly related to the functions of the post held by him/her, or to the functions to be performed in the next higher post. There should be direct nexus between the functions of the post and the qualification acquired and that it should contribute to the efficiency of the government servant.
- The quantum of incentive will be uniform for all posts, irrespective of their classification or grade or the department.
- The incentive shall not be admissible where the government servant is sponsored by the government or he/she avails study leave for acquiring the qualification.
- The incentive would be given only for higher qualification acquired after induction into service.
- No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if employee acquires the requisite qualification for such appointment at a later date.
- The qualifications meriting grant of incentive should be recognized by University Grants Commission, respective regulatory bodies like AICTE, Medical Council of India, etc. set up by Central/State Government or recognized by the Government.
- The incentive shall be limited to maximum two times in an employee's career, with a minimum gap of two years between successive grants.
- The Government servant should prefer the claim within six months from the date of acquisition of the higher qualification.

This bears the approval of the Competent Authority.

  
Registrar

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